



## **BENEFIT INFORMATION**

### **Vacation leave:**

<u>Years of service</u>	<u>days per month</u>	<u>days per year</u>
1-5	1 ¼ (10 hours)	15
6-10	1 ½ (12 hours)	18
11 or more	1 ¾ (14 hours)	21

12 month faculty and administrative staff earn 14 hours per month if their position requires board approval and 10 hours per month for positions without board approval

**Sick leave**-full time employees get one sick day per month. Part-time benefited employees receive a prorated amount

**Holidays**-employees working one-half time or more receive payment for 12 official holidays

### **Group Life Insurance**

Basic Life-\$25,000 paid by the college

Supplemental Life- 1, 2 or 3 times the benefit base. Amount based on age at rate per 1,000 of coverage plus .03 for Accidental Death and Dismemberment.

Dependent Life- 10,000 in coverage for all eligible dependents. Cost: \$4.70 per month

### **Group Health Insurance**

Coverage for children until the age of 19 unless they are full time students and then they are covered up to the age of 26. Health and Dental are sheltered from Federal, State and Fica taxes.

### **Retirement**

TRS-employee contributes 5%-employer rate set by Board of Regents. Deduction is sheltered from Federal and State taxes.

ORP-board approved positions only. Employee contributes 5%-employer rate set by Board of Regents. 4 vendors to choose from:

Valic, TIAA-Cref, Fidelity and American Century

Deduction is sheltered from Federal and State taxes.