

Additional Benefits of Working at HACC

All Employees



- On-campus food service
- Free parking
- Tobacco-free campuses
- Security escorts and battery jump service
- Workshops for financial and health wellness
- Voluntary retirement contributions through TIAA
- Summer camps for kids
- College is closed for Winter Break between December 24 and January 1
- Four-day work weeks (May through August)
- Shuttle service between Midtown and Harrisburg campus
- Community support – United Way donations and volunteer day; other individual campus efforts (heart walks, wellness days, health fairs, etc.)
- Employee Assistance Program
 - Resources for elder care, mental health, work/life topics, including stress and time management, veterans resources, healthy living, pets, housing, auto, and transportation
 - On-site training available when needed
 - Crisis counseling
- Campus gym*
- Access to campus libraries
- Theater productions at the Rose Lehrman Arts Center on Harrisburg campus
- Dozens of free events - plant and pottery sales; Harrisburg farm show and market; cultural events, guest speakers, workshops, and presentations on various topics
- On-site banking
- Direct connection to leadership through campus forums, news bulletins, online forms for submitting questions
- Child care facilities*
- Walking trails*
- Discounted rates for campus massage therapy and dental clinic services *
- Shared governance approach – every employee has a voice
- Beautiful campus grounds with room to walk, run, rollerblade, bicycle
- We offer dozens of credit and non-credit courses for a wide array of interests. Virtual classes offer the ability to take classes right from your own home computer. Take a class after work or on the weekend to learn about the music and recording industry; the art of baking and pastries; trades and technology; real estate; etc. Visit the [Noncredit Programs and Courses page](http://www.hacc.edu) at www.hacc.edu.
- YouDecide discount program
- Membership at PSECU or Members 1st FCU
- Employee recognition

*Not at all campuses

Regular and Temporary Full-Time Employees

- Health insurance
 - Choice of medical and prescription insurance plans
 - Employee pays a portion of the premium
 - Spouses and dependents eligible
 - Pre-tax deductions
 - Health coaching, nurse line, condition management
 - Retiree health insurance
 - Domestic partner benefits
 - \$1,500 cash-out option
- HACC-paid flexible spending account
- HACC-paid health savings account
- Dental insurance – 100% employer paid
- Vision insurance – 100% employer paid
- Discounts on gym memberships, fitness equipment, and weight loss programs, lasik surgery
- Free HACC tuition for employee, spouse, and dependents (temporary employees not eligible)
- Tuition assistance for employee, spouse, and dependents (temporary employees not eligible)
- Sabbaticals
- Transitional/phased retirement
- Basic life insurance - \$50,000
 - 100% employer paid
 - Assistance with legal document preparation, including wills and power of attorney, medical authorization for minors
 - Funeral planning resources
 - Travel insurance including emergencies, pre-trip planning
 - Discounts on weight management, nutrition, vision and hearing care, tobacco cessation, alternative medicine, fitness club memberships, vitamins and health and wellness products
 - Assistance with handling an identity theft
- Basic accidental death & dismemberment (AD&D) insurance - 100% employer paid
- Voluntary insurance for employee, spouse, and dependents, including:
 - Life, accident, AD&D
 - Critical care and recovery
 - Cancer
 - Short-term disability
 - Whole life
- Long-term disability – 100% employer paid
- Death benefit
- Mandatory matching retirement contributions – Choice of TIAA CREF (5% employee; 10% employer match), SERS, or PSERS
- Paid sick, vacation, and personal leave
- Emergency sick leave bank
- Paid holidays

- Training and professional development
- Verizon wireless and AT&T cellular plan discounts
- Cellular plan reimbursement
- \$500 for educational degree completion
- Free MS Office Pro for home and other discounted software
- Telecommuting (depending on position and department needs)
- Reimbursement for travel expenses
- Campus bookstore discounts and purchases through payroll deduction
- Public Loan Forgiveness eligible

Academic Year Adjuncts (AYA) and Variable-Hour Employees Averaging 30 Hours or More Per Week

- Health insurance
 - Choice of medical and prescription insurance plans
 - Employee pays 100% of the premium
 - Spouses and dependents eligible
 - Pre-tax deductions
 - Health coaching, nurse line, condition management
 - Domestic partner benefits
- Dental insurance – 100% employee paid
- Vision insurance – 100% employee paid
- Free HACC tuition for employee, spouse, and dependents
- Tuition assistance for employee, spouse, and dependents
- Paid personal leave
- Matching retirement – Choice of TIAA CREF (5% employee; 10% employer match), SERS, or PSERS

Regular and Temporary Part-Time Employees Working More Than 1,000 Hours but Average Less than 30 Hours Per Week

- Mandatory retirement contributions – Choice of TIAA CREF (5% employee; 10% employer match), SERS, or PSERS
- Free HACC tuition for employee, spouse, and dependents
- Tuition assistance for employee, spouse, and dependents
- Paid personal leave