

Benefits Summary 2017-2018

These are some of the benefits SLCC offers to current full-time employees.

Regence BlueCross/BlueShield of Utah --Rates by Per Pay Period--Employee selects one medical plan for the fiscal year

	<u>Employer Paid</u>	Medical -Traditional			Medical -High Deductible			Dental	
		<u>Focal Point</u>	<u>Value Care (PVC)</u>	<u>Participating (PAR)</u>	<u>Focal Point</u>	<u>Value Care (PVC)</u>	<u>Participating (PAR)</u>	<u>Employer Paid</u>	<u>One Plan</u>
Employee :	\$273.13	\$7.50	\$30.00	\$58.00	\$0.00	\$13.42	\$38.25	\$15.85	\$2.25
Employee +1:	\$615.33	\$17.00	\$67.50	\$131.00	\$0.00	\$29.91	\$85.75	\$28.12	\$3.75
Employee +2:	\$860.76	\$23.50	\$93.00	\$182.00	\$0.00	\$41.00	\$124.50	\$50.42	\$5.95

RETIREMENT:

TIAA/CREF and/or Fidelity (Faculty, Exempt Staff)

- Immediate vesting
- The College contributes 14.2% of earnings

Utah Retirement System (Non-Exempt Staff)

- Vested after 4 years of service
- Pension Benefit premium paid by college

Supplemental Retirement Accounts

The College offers a 401k, 403b and 457b supplemental retirement plans. All deductions are made on pre-tax basis.

VACATION:

Non-Exempt staff accrues 4 hours per pay period, rate increases every 3 years with a maximum of 7.33 hours per pay period

Exempt staff accrues 5 hours per pay period, rate increases every 3 years with a maximum of 7.33 hours per pay period

Administrative Staff accrues 8 hours per pay period.

SICK LEAVE:

All full-time employees accrue 4 hours per pay period. There is no limit to the number of days that can be accrued.

HEALTH SAVINGS ACCOUNT:

A tax-advantaged medical savings account available to those who are enrolled in a high-deductible health plan.

FLEXIBLE SPENDING ACCOUNT (Section 125)

Pre-tax deductions for qualified dependent care and medical expenses for Traditional Medical Insurance.

VISION:

The College offers a vision plan for the employee and eligible dependents. Premium is paid by the College.

HOLIDAYS:

The College has an average of 12 paid holidays per year.

LIFE INSURANCE:

- A. Employee twice annual salary - College Paid
- B. Supplemental Life Insurance – Employee Paid
- C. Dependents – Employee Paid

LONG TERM DISABILITY:

Qualified employee receives 66% of salary after a five month waiting period, the premium is paid by the College.

TUITION WAIVER:

All full-time employees and their qualifying dependents are eligible as of their first day of work. Resident tuition and students fees are waived for employees and are limited to 10 credits hours per semester. Resident tuition is waived for dependents, all other fees still apply.

EMPLOYEE ASSISTANCE PROGRAM:

Employee and dependents receive up to four free visits per issue to help with counseling, stress, problem solving, financial matters, legal issues, etc.

ON-CAMPUS EMPLOYEE SERVICES:

- Automotive
- Bookstore
- Copy Center
- Credit Union
- Grand Theatre
- Lifetime Activities Center

Please Note: These benefits are available for fiscal year, July 1, 2017-June 30, 2018. Coverage is subject to change in subsequent years. This is for informational purposes only and does not change SLCC policies and procedures.

SLCC Human Resources Department can be contacted via email at: HR@slcc.edu or by phone: 801-957-4210
 Link to SLCC Benefit webpage: <http://i.slcc.edu/hr/benefits/index.aspx>