



Employee Benefits Summary

2023

Annual Leave (Vacation)	<p>STAFF employees earn vacation at the following rates:</p> <table border="1" style="width: 100%; border-collapse: collapse; margin-bottom: 10px;"> <thead> <tr> <th style="width: 40%;">Length of Service</th> <th style="width: 30%;">Hours Earned Monthly</th> <th style="width: 40%;">Length of Service</th> <th style="width: 30%;">Hours Earned Monthly</th> </tr> </thead> <tbody> <tr> <td>Less than 5 years</td> <td>9.33 hours</td> <td>15 years but < 20 years</td> <td>15.33 hours</td> </tr> <tr> <td>5 years but < 10 years</td> <td>11.33 hours</td> <td>20 years or more</td> <td>17.33 hours</td> </tr> <tr> <td>10 years but < 15 years</td> <td>13.33 hours</td> <td></td> <td></td> </tr> </tbody> </table> <p>FACULTY employees do not accrue vacation leave. However, they have days off built into the academic calendar. https://www.stanly.edu/academics/policies-rules/policies/index.html?policyView=190</p>	Length of Service	Hours Earned Monthly	Length of Service	Hours Earned Monthly	Less than 5 years	9.33 hours	15 years but < 20 years	15.33 hours	5 years but < 10 years	11.33 hours	20 years or more	17.33 hours	10 years but < 15 years	13.33 hours																								
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Sick Leave	Faculty and Staff will earn 8 hours per month sick leave.																																						
Personal Leave	Staff and Faculty will receive 48 hours per fiscal year (July 1 st through June 30 th), prorated based on date of employment. These hours do not carry over from year to year. If you do not use them, you will lose them. https://www.stanly.edu/academics/policies-rules/policies/index.html?policyView=190																																						
Paid Parental Leave	Effective July 1, 2023 , the College will provide eight weeks of Paid Parental Leave (PPL) to an <u>eligible employee</u> who has given birth to a child or four weeks PPL to an <u>eligible employee</u> in other circumstances involving the birth of a child or the adoption, foster placement, or other legal placement of a child. (See policy) https://www.stanly.edu/academics/policies-rules/policies/index.html?policyView=190																																						
Holidays Observed	<ul style="list-style-type: none"> • New Year's Day • Martin Luther King Jr. Day • Easter (two days) • Memorial Day • Independence Day (July 4th) • Labor Day • Thanksgiving (two days) • Christmas (three days) 																																						
State Health Plan/BCBS Insurance	<p>Employees may choose between the Traditional 70/30 plan or the Enhanced 80/20 plan. **Please see the North Carolina State Health Plan monthly premium rate sheets for applicable fees** https://www.shpnc.org or 1-855-859-0966</p> <table border="1" style="width: 100%; border-collapse: collapse; margin-bottom: 10px;"> <thead> <tr> <th rowspan="3" style="width: 45%;">Monthly Premium Rates January 1, 2021 – December 31, 2021</th> <th colspan="2" style="background-color: #002060; color: white;">80/20 PLAN</th> <th colspan="2" style="background-color: #008080; color: white;">70/30 PLAN</th> </tr> <tr> <th colspan="2" style="background-color: #d3d3d3;">TOBACCO ATTESTATION COMPLETE?*</th> <th colspan="2" style="background-color: #d3d3d3;">TOBACCO ATTESTATION COMPLETE?*</th> </tr> <tr> <th style="background-color: #90ee90;">YES</th> <th style="background-color: #ff0000;">NO</th> <th style="background-color: #90ee90;">YES</th> <th style="background-color: #ff0000;">NO</th> </tr> </thead> <tbody> <tr> <td colspan="5" style="background-color: #d3d3d3;">ACTIVE SUBSCRIBERS</td> </tr> <tr> <td>Subscriber</td> <td>\$50.00</td> <td>\$110.00</td> <td>\$25.00</td> <td>\$85.00</td> </tr> <tr> <td>Subscriber + Child(ren)</td> <td>\$305.00</td> <td>\$365.00</td> <td>\$218.00</td> <td>\$278.00</td> </tr> <tr> <td>Subscriber + Spouse</td> <td>\$700.00</td> <td>\$760.00</td> <td>\$590.00</td> <td>\$650.00</td> </tr> <tr> <td>Subscriber + Family</td> <td>\$720.00</td> <td>\$780.00</td> <td>\$598.00</td> <td>\$658.00</td> </tr> </tbody> </table> <p>Coverage takes effect on the first day of the first or second month after the hire date. Examples:</p> <ul style="list-style-type: none"> • If hire date is 04/01, coverage will begin either 05/01 or 06/01 • If hire date is 04/20, coverage will take effective either 05/01 or 06/01 • If hire date 11/31, coverage will take effect either 12/01 or 01/01 	Monthly Premium Rates January 1, 2021 – December 31, 2021	80/20 PLAN		70/30 PLAN		TOBACCO ATTESTATION COMPLETE?*		TOBACCO ATTESTATION COMPLETE?*		YES	NO	YES	NO	ACTIVE SUBSCRIBERS					Subscriber	\$50.00	\$110.00	\$25.00	\$85.00	Subscriber + Child(ren)	\$305.00	\$365.00	\$218.00	\$278.00	Subscriber + Spouse	\$700.00	\$760.00	\$590.00	\$650.00	Subscriber + Family	\$720.00	\$780.00	\$598.00	\$658.00
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Superior Vision Insurance	<p>Employees pay the total cost of vision premiums. https://www.superiorvision.com or 1-800-507-3800</p> <table border="1" style="width: 100%; border-collapse: collapse; margin-bottom: 10px;"> <thead> <tr> <th colspan="2" style="background-color: black; color: white;">Monthly Employee Contribution</th> </tr> </thead> <tbody> <tr> <td>• Employee Only</td> <td style="text-align: right;">\$11.07</td> </tr> <tr> <td>• Employee & Family</td> <td style="text-align: right;">\$27.81</td> </tr> </tbody> </table>	Monthly Employee Contribution		• Employee Only	\$11.07	• Employee & Family	\$27.81																																
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Sun Life Dental Insurance	<p>If an employee elects dental coverage, the College pays a portion of each employee's dental premium with the remainder being paid for by the employee. https://www.sunlife.com/us or 1-800-442-7742</p> <table border="1" style="width: 100%; border-collapse: collapse; margin-bottom: 10px;"> <thead> <tr> <th colspan="2" style="background-color: black; color: white;">Monthly Employee Contribution</th> </tr> </thead> <tbody> <tr> <td>• Employee</td> <td style="text-align: right;">\$27.76</td> </tr> <tr> <td>• Employee/Spouse</td> <td style="text-align: right;">\$72.35</td> </tr> <tr> <td>• Employee/Child(ren)</td> <td style="text-align: right;">\$85.08</td> </tr> <tr> <td>• Employee/Family</td> <td style="text-align: right;">\$135.37</td> </tr> </tbody> </table>	Monthly Employee Contribution		• Employee	\$27.76	• Employee/Spouse	\$72.35	• Employee/Child(ren)	\$85.08	• Employee/Family	\$135.37																												
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Colonial Products	<p>Permanent full-time employees are offered the opportunity at Open Enrollment each October to enroll in optional benefit policies. Representatives will be available at Open Enrollment to answer questions and set up/modify accounts according to the needs of the employees. https://piercegrupbenefits.com/client/stanlycommunitycollege/ or 1-800-325-4368</p> <ul style="list-style-type: none"> • Telemedicine • Cancer Benefits • Accident Benefits • Disability Benefits • Critical Care Benefits • Life Insurance • Group Term Life Insurance • Medical Bridge Benefits 																																						

<u>Term Life Insurance</u>	Permanent full-time employees are offered, at no cost, \$10,000 in Term Life Insurance through Colonial Life. Additional coverage may be purchased for spouses and dependent children. https://piercegrupbenefits.com/client/stanlycommunitycollege/ or 1-800-325-4368										
<u>Flexible Spending Account</u> <i>Medical – up to \$2850/year</i> <i>Dependent Care – up to \$5000/year</i>	Permanent full-time employees are offered the opportunity at Open Enrollment each October to set up a flexible spending account for the upcoming fiscal year (Jan 1 – Dec 31). This plan allows employees to take monthly payroll deductions on a pre-tax basis to use for dependent care, medical expenses, insurance deductibles, and insurance co-payments. You can rollover a maximum of \$500.00 from year to year. https://www.myameriflex.com/ or 1-888-868-3539 Pierce Group Benefits partners with the FSA Store to provide one convenient location for all your FSA-eligible purchases. https://fsastore.com/										
<u>EAP/Employee Assistance Program -McLaughlin Young</u>	Our EAP (Employee Assistance Program) offers the support and resources you need to address personal or work-related challenges and concerns. Best of all, it is free for you and your household. EAP is confidential and we will not know of your participation in the services nor have access to any information without your consent. The only exceptions are when someone's safety is in question. Call 1-800-633-3353 Perks At Work is a free online benefit through our EAP Savings Center. You can log onto the Savings Center, and shop quality name brands at discounts of 25% to 70% off regular retail prices in addition to discounts to restaurants, entertainment, hotels, cars, flights, major appliances, technology movie tickets, and more? You can also earn points to use for future purchases. Register for free on your employee assistance website. www.mygroup.com Username: stanlycc Password: guest										
<u>Legal Resources Benefit Plan</u>	The Legal Resources Legal Plan covers the attorney fees for a broad range of the most frequently needed legal services. Our legal plan coverage ensures you, your spouse, and qualifying dependent children are protected. There are no annual usage limitations, co-pays, or deductibles for the fully covered services. https://piercegrupbenefits.com/client/stanlycommunitycollege/ <ul style="list-style-type: none"> • Family Law • Wills & Estate Matters • Traffic Violations • Elder Law Matters • Criminal Matters • Civil Actions • Identify Theft Assistance • Real Estate Matters • Consumer Relations & Credit Protection, etc. 										
<u>Longevity Pay</u>	All permanent full-time employees who have at least 10 years of total qualifying state service are eligible for longevity pay. The percentage of longevity pay is determined as follows: <table border="1" data-bbox="581 982 1179 1129" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th style="background-color: black; color: white;">Length of Service</th> <th style="background-color: black; color: white;">Percentage</th> </tr> </thead> <tbody> <tr> <td>10 years but < 15 years</td> <td>1.50%</td> </tr> <tr> <td>15 years but < 20 years</td> <td>2.25%</td> </tr> <tr> <td>20 years but < 25 years</td> <td>3.25%</td> </tr> <tr> <td>25 years or more</td> <td>4.50%</td> </tr> </tbody> </table> <p style="text-align: center; color: red;">Longevity pay is paid in the employee's anniversary month once per year.</p>	Length of Service	Percentage	10 years but < 15 years	1.50%	15 years but < 20 years	2.25%	20 years but < 25 years	3.25%	25 years or more	4.50%
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<u>Retirement Plan</u> <i>(NC State Retirement Plan is mandatory through monthly payroll deduction).</i>	Employees participate in the Teachers & State Employees' Retirement System (TSERS). Employees contribute 6% (monthly) of their salary to the North Carolina pension, along with employer contributions and investment returns, create a foundation for your future in retirement. Employee contributions are made on a pre-tax basis and reduce taxable income. You can follow your retirement through your personal ORBIT account. (Reference Your Retirement Benefits booklet). https://www.nctreasurer.com/retirement-and-savings/Managing-My-Retirement/ or 1-877-627-3287										
<u>Prudential Retirement</u>	SCC offers employees NC 401(k) Traditional Plan and NC 457 Plan (contributions are made on a pre-tax basis and reduce taxable income) to help you take the next steps toward reaching your retirement financial goals. We also offer a NC Roth 401(k) which is a post-tax retirement savings account. That means your contributions have already been taxed before they enter your Roth account. https://ncplans.retirepru.com/ or 1-866-NC-PLANS										
<u>Tuition Reimbursement</u>	SCC may grant tuition assistance to employees engaged in educational activities deemed beneficial to both the employees and the College. Individuals must be employed full-time with SCC for at least one year on a regular contract without a Performance Improvement Plan (PIP) or other disciplinary action pending. https://www.stanly.edu/future-students/college-catalog/rules?ruleView=24										
<u>Fitness Hour</u>	Employees are allowed one hour per week to <u>exercise on campus</u> . This may include walking around campus to take a short break to exercise during the workday. This hour may be split into increments throughout the week such as two 30-minute or four 15-minute walking sessions.										
<u>YMCA</u>	Stanly Community College, in conjunction with the Stanly County YMCA, is offering full-time employees an incentive wellness program where the College pays \$24 towards your monthly individual or family Stanly County YMCA membership fee. The YMCA waives the Joining Fee (\$25) for the employees when they join. Employees will have to use their membership at least eight (8) times each month or the offer becomes invalid.										
<u>SEANC</u>	You will have the opportunity to join this organization that represents state employees' interests to policymakers in our state. You may join at any time during employment for a small member fee (please see brochure). https://www.seanc.org/ or 1-800-222-2758 .										
<u>Credit Union</u>	Employees may open an account with a minimum deposit of \$25. https://www.ncsecu.org/ or 704-983-2850										
<u>Employee Discount Program</u>	To help State Employees stretch their household income, the North Carolina Office of State Human Resources entered into an agreement with WeSave, an employee discount program. This program is based around where State										

	employees go to find exclusive offers and discounts just for them. You may join at any time during employment at no cost! Enroll today at WeSave.com. https://www.wesave.com/
<u>Student & Employee Discount Program</u>	SCC is excited to announce a new cycle of discounts and benefits through our Discount Program, The Highflyer Club! Local businesses are excited to support our students & employees by extending discounts on food and services for you to enjoy. All you need to do is ask about the discount and show your official SCC ID at participating locations. See https://www.stanly.edu/high-flyer-club for a list of participating businesses.