

NEW HIRE RETIREMENT CONTRIBUTIONS RETIREMENT SYSTEMS OF ALABAMA (RSA)

	TIER 1 EMPLOYEE	TIER 2 EMPLOYEE
Date of Employment	Prior to January 1, 2013	On or after January 1, 2013
Member Contribution Rate	7.5% for Regular Employees 8.5% for FLC* Employees	6.2% for Regular Employees 7.2% for FLC* Employees
Employer Contribution Rate	12.59%	11.57%
Retirement Eligibility	25 years of service at any age, or 10 years of service at the age of 60	10 years of service at the age of 62 (56 for FLC* employees)
Sick Leave Conversion	YES	YES

*Firefighters, Law Enforcement, and Correctional Officers

NOTE: Retirement contributions are mandatory for every full-time employee, and the employee contribution amount will be deducted from the employee's monthly pay. Additional information regarding retirement may be obtained from the retirement system website at <https://www.rsa-al.gov/>.

CVCC is an Equal Opportunity Employer. It is the official policy of the Alabama Community College System that no person shall, on the grounds of race, color, disability, gender, religion, creed, national origin, or age, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program, activity, or employment. CVCC will make reasonable accommodations for qualified disabled applicants or employees.

EMPLOYEE BENEFITS



CHATTAHOOCHEE VALLEY COMMUNITY COLLEGE

FULL-TIME PERMANENT EMPLOYEE BENEFITS PROGRAM*

<u>BENEFIT</u>	<u>WHO PAYS?</u>	<u>ELIGIBILITY</u>	<u>AVAILABILITY</u>
Annual Leave Salary Schedule A, B, C, E (Full-time Staff) Can accrue a maximum of 60 days Schedule H employees receive prorated days based upon number hours worked per week. NOTE: Annual leave balances are paid as compensation to an employee upon retirement or termination of employment from CVCC	College	0-4 years 5-9 years 10-14 years 15-19 years Over 20 years	1 day per month (8 hrs) 1.25 days/month (10 hrs) 1.50 days/month (12 hrs) 1.75 days/month (14 hrs) 2 days/month (16 hrs) <i>(maximum 60)</i>
Sick Leave	College	Immediately	1 day per month
Sick Bank	Employee	Apply & contribute 5 sick days	May draw up to 15 days
Military Leave	College	Prior approval	21 days per year
Maternity/Paternity Leave	Employee	Prior approval	Up to 6 months unpaid leave
Personal Leave	College	Prior approval	Up to 2 days/year for staff Up to 5 days/year for faculty
Court Attendance	College	Documentation	Full pay if juror
College Holidays	College	Immediately	16 days per year
Bookstore	Employee	Immediately	20% Discount

<u>BENEFIT</u>	<u>WHO PAYS?</u>	<u>ELIGIBILITY</u>	<u>AVAILABILITY</u>
Medical Insurance Employee Employee + Non-Spouse Dependents[†] <i>+\$50/month if employee uses tobacco products</i> <i>+\$50/month if employee does not complete Wellness requirements</i> Employee + Spouse Only Employee + Spouse + Dependents <i>+\$50/month if employee or spouse uses tobacco products</i> <i>+\$50/month if employee or spouse does not complete Wellness requirements</i> Leave of Absence (LOA) or COBRA:	College/Employee	Immediately or open enrollment	PEEHIP or HMO \$30/month* \$207/month* \$282/month* \$307/month* \$598 (Individual) \$1,514 (Family)
Optional Coverage Cancer <i>(Individual or Family Coverage)</i> Indemnity <i>(Individual or Family Coverage)</i> Vision <i>(Individual or Family Coverage)</i> Dental <i>(Individual Coverage)</i> Dental <i>(Family Coverage)</i>	Employee	Immediately or open enrollment	Southland \$38/month \$38/month \$38/month \$38/month \$50/month
Life Insurance	College	After 90 days After 1 year of service	\$15,000 <i>(H20-H35 prorated)</i> \$15,000 + 1 x annual salary
Flexible Spending Accounts	Employee	Immediately	PEEHIP
Retirement	Employee	Immediately Vested in 10 years	See Chart on Back
RSA-1 Deferred	Employee	Immediately	Retirement Systems Compensation Plan of Alabama
Tuition Reimbursement	College	Full-time & H-35 Employees & Dependents	After 1 yr - 1/3 waiver of tuition After 2 yrs - 2/3 waiver of tuition After 3 yrs - Full waiver of tuition

* An employee is considered full-time, permanent if he/she is working over 20 hours per week in a permanent position. Part-time employees and temporary employees should contact Human Resources and/or Payroll for eligibility of benefits.

† Spouses dually eligible for PEEHIP enrolled in family coverage qualify for this premium tier