



**EMPLOYEE BENEFITS FOR FY22**

(July 1, 2021 through June 30, 2022)

Your benefits appointment date is: \_\_\_\_\_

Coverage is effective the first day of the month after beginning employment. For example, if you start on Feb. 1, your benefits will start March 1. All insurance premiums are monthly payments.

Medical insurance is paid 100% for the employee.

Cost **per month** to cover spouse, children, or family:

	<u>Base/Flex</u>	<u>Buy-Up/PPO</u>	<u>HSA</u>
Employee	\$ 0.00	\$ 103.00	\$ 0.00*
Employee & Spouse	717.00	939.00	631.00*
Employee & Child(ren)	538.00	734.00	476.00*
Family	1,254.00	1,455.00	1020.00*

Base medical insurance is paid 100% for employee.

\*SFCC will contribute \$98.00 monthly into your HSA plan if you elect the H.S.A. plan.

Single dental insurance Option 1 is paid 100% for the employee. Additional charge of \$3.53 per month for Option 2 election.

Cost per month to cover family: \$51.41 for Plan 1 or \$61.10 for Plan 2 coverage.

1. Life insurance is paid for the employee. It is equivalent to your annual salary rounded up to the next even thousand dollars, i.e., \$24,432 will be rounded up to \$25,000.
2. Additional life insurance is available to purchase for employee, spouse, and eligible children. Rate quotes are specific to age.
3. The cost for the basic additional life insurance plan is \$1.58 per month for \$10,000 spouse coverage and \$2,500 dependent child coverage. This is a total monthly cost, regardless of the number of eligible dependents covered.



The retirement rate for the Public School Retirement System (PSRS) is 14.50% of gross and is matched 100% by the college. The college match goes in to a pool from which all retirees are paid. The only FICA withheld is Medicare. **No Social Security is withheld.**

The retirement rate for the Public Education Employee Retirement System (PEERS) is 6.86% of gross plus the monthly cost for employer provided medical and dental insurance coverage and is matched 100% by the college. The college match goes in to a pool from which all retirees are paid. Both Medicare and Social Security (FICA) are withheld.

Vision insurance coverage is paid by the employee. Current plan year runs from July 1, 2021 through June 30, 2022.

Cost per month is:

Employee	\$	11.14
Employee & Spouse		18.78
Employee & Children		19.16
Full Family		30.30

AFLAC insurance is available and is paid by the employee through payroll deduction.

Medical, dental and vision insurance premiums can be deducted before taxes.

Vacation is accrued at the rate of:

- 4 hours per pay period from hire date through 5 years
- 5 hours per pay period from 6 years through 15 years
- 6 hours per pay period for 16 years or more
- Cap is 160.00 hours

(Faculty are not eligible for vacation as time off is built into the annual contract.)

Sick leave is accrued at the rate of:

- 5 hours per pay period regardless of years of service
- Cap is 1040 hours

# State Fair Community College

There is no waiting period for holiday, vacation, and sick time, however; the employee must have supervisor approval prior to using sick or vacation accruals.

Employee Assistance Program (EAP) – Regular full-time employees and their qualified dependents receive 6 sessions at no charge for any type of marriage, child, stress, emotional, financial, legal, child care, elder care, healthy lifestyle, support in tough situations, personal growth, or work issues, support you may need. EAP can be reached at 800-386-7055 M-F from 6am-5pm PST or [www.ibhworklife.com](http://www.ibhworklife.com). All contact with EAP is completely confidential. SFCC in partnership with Central Methodist University, offer counseling sessions on the SFCC campus at no cost. Contact HR for additional information regarding this benefit.

**SFCC Tuition Waiver Scholarship:** Regular full-time employees, spouse, and their qualified dependents receive a 100 percent scholarship tuition waiver (excluding books, fees, supplies) for all SFCC classes. The appropriate electronic tuition waiver scholarship application must be completed prior to each semester classes are attended.

**Central Methodist University Tuition Waiver Scholarship:** CMU offers a tuition waiver scholarship for undergraduate and graduate tuition charges for FT employees each term for online and on-ground courses held on the SFCC campus.

Spouse and dependent of FT SFCC employee may have undergraduate tuition charges (but not books, fees, or supplies) waived each term while attending CMU at SFCC.

Any spouse (but not dependent) of a FT SFCC employee shall have 50 percent of the graduate tuition charges (not books, fees, or supplies) waived each term while attending CMU at SFCC or online.

Employees and dependents/guests receive free admission to the majority of State Fair Community College's theatrical events, musical shows, and sporting events by presenting their State Fair Community College photo ID.

Identity Theft covers credit reporting, personal credit scores, credit monitoring and identity restoration for employee coverage. Identity Theft is \$12.95 to add all dependents under 18 years of age and costs an additional dollar per month.

Employees may purchase LegalShield, which allows the ability to talk to an attorney on any matter without worrying about the high costs associated with legal counsel. LegalShield can be purchased for \$15.75 a month.

# State Fair

## Community College

Community Gardens at SFCC are available to SFCC employees at no charge. The garden plots are 20ft x 30ft, they are plowed and disked for you and water is provided free of charge. The gardens are typically available from March thru October.

Payroll is processed semi-monthly with a total of 24 pays per year. Hourly employees are paid one pay period in arrears. All full-time exempt employment offers are pending the SFCC Board of Trustees approval. The board of trustees generally meet once a month typically on the third Thursday of the month at 4:00 pm.