

Benefits Summary

Full-Time Non-Instructional Employees

This document is intended to serve as a summary only. Please refer to each of the benefit plan documents for complete benefit details.

CORE BENEFITS

MEDICAL INSURANCE – provided by Aetna

Who is Eligible and When	Benefits You Receive	College Pays	Employee Pays
Benefit eligible full-time employees and eligible dependents*. Effective the 1 st of the month after 30 days of continuous employment.	Both Health Reimbursement Account (HRA) and Point of Service (POS) plans are available to new hires.	100% cost of HRA employee only coverage	Difference of all other levels of coverage <div style="background-color: #e1eef6; padding: 2px;">HRA Plans</div> Employee Only\$0.00/month Employee & Spouse\$742.41/month Employee & Child(ren).....\$630.17/month Employee & Family\$984.26/month Dual Coverage.....\$113.86/month <div style="background-color: #e1eef6; padding: 2px;">POS Plans</div> Employee Only\$395.50/month Employee & Spouse\$1,477.03/month Employee & Child(ren).....\$1,313.57/month Employee & Family\$1,829.19/month Dual Coverage.....\$958.79/month
*Eligible dependents are spouse or domestic partner; and children up to the age of 30 (proof required)			

DENTAL INSURANCE – provided by Humana

Who is Eligible and When	Benefits You Receive	College Pays	Employee Pays
Benefit eligible full-time employees and eligible dependents*. Effective the 1 st of the month after 30 days of continuous employment.	Both Dental Health Maintenance Organization (DHMO) and Dental Preferred Provider Organization (DPPO) plans are available to new hires.	100% cost of DHMO employee only coverage	Difference of all other levels of coverage <div style="background-color: #e1eef6; padding: 2px;">DHMO Plans</div> Employee Only\$0.00/month Employee & Family\$16.12/month Dual Coverage.....\$1.92/month <div style="background-color: #e1eef6; padding: 2px;">DPPO Plans</div> Employee Only\$19.94/month Employee & Family\$73.66/month Dual Coverage.....\$59.46/month
*Eligible dependents are spouse or domestic partner; and children up to the age of 25			

BASIC LIFE INSURANCE – provided by The Hartford

Who is Eligible and When	Benefits You Receive	College Pays	Employee Pays
Benefit eligible full-time employees. Available the 1 st of the month after 30 days of continuous employment.	Basic life equals 1x base salary rounded to lowest \$100; maximum salary of \$400,000.	100% cost of basic life 1x coverage	0%

TUITION WAIVER – provided by MDC

Who is Eligible and When	Benefits You Receive	College Pays	Employee Pays
Benefit eligible full-time employees and dependents. Eligible after six (6) months of continuous employment.	Staff can receive up to eight (8) credits for each major semester. Dependent(s) receive unlimited amounts of credits – responsible for special fees (labs, books, etc.).	100%	0%

TUITION REIMBURSEMENT – provided by MDC

Who is Eligible and When	Benefits You Receive	College Pays	Employee Pays
Benefit eligible full-time employees. Eligible after six (6) months of continuous employment.	Staff will be reimbursed up to eight (8) credits for each major semester at the rate of: Undergraduate\$145.68/credit Graduate\$340.65/credit All courses must be completed at a regionally accredited institution of higher education (public or private).	Based on approved per credit reimbursement and semester maximums	N/A

RETIREMENT – provided by Florida Retirement System (FRS)

Who is Eligible and When	Benefits You Receive	College Pays	Employee Pays
Benefit eligible full-time employees.	Pension (8 year vesting schedule)	Contribution percentage as required by the state legislature	3% of gross compensation
Effective date of hire.	Investment (1 year vesting schedule)		

SICK LEAVE

Who is Eligible and When	Benefits You Receive	College Pays	Employee Pays
Benefit eligible full-time employees.	Accrued monthly; maximum 12 days per year.	100%	0%
Effective date of hire.			

PERSONAL DAYS

Who is Eligible and When	Benefits You Receive	College Pays	Employee Pays
Benefit eligible full-time employees.	Maximum four (4) days per fiscal year which will be charged to accrued sick leave.	100%	0%
Effective date of hire.			

VACATION

Who is Eligible and When	Benefits You Receive	College Pays	Employee Pays
Benefit eligible full-time employees and years of service.	Accrued monthly: 1-5 years of service 12 days per year 6-10 years of service ... 15 days per year 10+ years of service 18 days per year	100%	0%
Effective date of hire.			

FAMILY MEDICAL LEAVE ACT (FMLA) LEAVE

Who is Eligible and When	Benefits You Receive	College Pays	Employee Pays
Benefit eligible full-time employees.	12 weeks of job protected leave provided under the law.	0%	0%
Effective after one (1) year of service in which the employee works at least 1,250 hours.			

VOLUNTARY BENEFITS

OPTIONAL LIFE INSURANCE – provided by The Hartford

Who is Eligible and When	Benefits You Receive	College Pays	Employee Pays
Benefit eligible full-time employees.	Purchase of additional 1x/2x/3x base salary coverage rounded to the lowest \$100.	N/A	100%
Available the 1 st of the month after 30 days of continuous employment or during open enrollment.	Maximum salary of \$400,000.		

DEPENDENT LIFE INSURANCE – provided by The Hartford

Who is Eligible and When	Benefits You Receive	College Pays	Employee Pays
Benefit eligible for dependents of eligible full-time employees.	Spouse or domestic partner (DP) benefit equals half of the employee additional life amount purchased, minimum of \$500 & maximum of \$15,000.	N/A	\$3.50/month
Dependents are beneficiary on employee's life insurance plan.	Child(ren) benefits: \$500 from age 14 days to 6 months, \$7,500 from age 6 months to age 25 years or marriage, whichever comes first.		

HEALTH CARE REIMBURSEMENT ACCOUNT – provided by Ameriflex

Who is Eligible and When	Benefits You Receive	College Pays	Employee Pays
Benefit eligible full-time employees.	Permits employees to pay for health or dental benefits with pre-tax dollars as listed in plan rules.	N/A	100%
Available the 1 st of the month after 30 days of continuous employment or during open enrollment.	Funds must be used by March 15 th of the following year.		

DEPENDENT CARE REIMBURSEMENT ACCOUNT – provided by Ameriflex

Who is Eligible and When	Benefits You Receive	College Pays	Employee Pays
Benefit eligible full-time employees. Available the 1 st of the month after 30 days of continuous employment or during open enrollment.	Permits employees to pay for the care of children up to the age of 13.	N/A	100%

TAX SHELTER ANNUITY (TSA) 403(b) PLAN

Who is Eligible and When	Benefits You Receive	College Pays	Employee Pays
Benefit eligible full-time employees. Eligible 30 days after hire or enrollment available six (6) times a year (every other month).	Allows employees to defer up to \$19,500 of their salary Employees age 50 and above may defer an additional \$6,500 per calendar year (total \$26,000) as allowed by IRS. List of College approved TSA providers is available.	N/A	100%

GROUP LEGAL INSURANCE – provided by ARAG

Who is Eligible and When	Benefits You Receive	College Pays	Employee Pays
Benefit eligible full-time employees. Available the 1 st of the month after 30 days of continuous employment or during open enrollment.	Legal services offered via email, telephone, one-on-one visits, fax for bankruptcy, divorce, real estate, and other services as described under plan rules.	N/A	Employee Only: \$16.30/month Family Plan: \$21.03/month

DISABILITY INSURANCE – provided by Assurant

Who is Eligible and When	Benefits You Receive	College Pays	Employee Pays
Benefit eligible full-time employees. Available the 1 st of the month after 30 days of continuous employment or during open enrollment.	Monthly income if unable to work due to a disabling condition and based on level of benefit selected for disability period	N/A	Based on level of benefit selected