



Randolph Community College Employee Benefits

VACATION	Length of Service	Hrs. Earned (Monthly)
Non-Teaching Employees	Less than 2 yr.	7 hrs. 50 min.
	2 but less than 5 yr.	9 hrs. 10 min.
	5 but less than 10 yr.	11 hrs. 10 min.
	10 but less than 15 yr.	13 hrs. 10 min.
	15 but less than 20 yr.	15 hrs.10 min.
	20 yrs. or more	17 hrs.10 min.
SICK LEAVE		Accrual Per Month:
10 & 12 Month		8 hrs.
FUNERAL LEAVE	3 days for absence due to death in immediate family	
HOLIDAYS	Martin Luther King, Jr. Day (1 day) Easter (1 day) July 4 (1 day) If July 4 falls on Saturday or Sunday another day will be designated. Labor Day (1 day) Thanksgiving (2 days) Christmas (5 days) including New Year's Day	
CHILD INVOLVEMENT LEAVE	8 hours per year of paid leave	
FLEXIBLE SPENDING ACCOUNTS <i>(HEALTH/DEPENDANT CARE)</i>	Flexible Spending Accounts are available to all permanent full-time employees. The plan allows employees to make monthly payroll deductions on a pre-tax basis for dependent care, medical expenses, insurance deductibles, and insurance co-payments.	

<p>TUITION WAIVER</p>	<p>One College curriculum or continuing education extension course per semester without payment of tuition or fees.</p>																					
<p>INSURANCE PROGRAMS</p> <p>PPO Plan Group # S26024: College pays for employees enrolled only - \$377.22</p> <table border="1" data-bbox="240 552 613 772"> <tr> <td>Employee pays:</td> <td></td> <td></td> </tr> <tr> <td>Basic 70/30</td> <td>Child</td> <td>\$164.08</td> </tr> <tr> <td></td> <td>Spouse</td> <td>\$422.74</td> </tr> <tr> <td></td> <td>Family</td> <td>\$450.26</td> </tr> <tr> <td>Standard 80/20</td> <td>Child</td> <td>\$218.20</td> </tr> <tr> <td></td> <td>Spouse</td> <td>\$502.74</td> </tr> <tr> <td></td> <td>Family</td> <td>\$533.00</td> </tr> </table> <p>Dental – Group #858859-000</p> <p>Vision – Group #57302</p>	Employee pays:			Basic 70/30	Child	\$164.08		Spouse	\$422.74		Family	\$450.26	Standard 80/20	Child	\$218.20		Spouse	\$502.74		Family	\$533.00	<p>The College pays equivalent of 100% (State Health Plan) of the premium cost for employee coverage in: medical, workers’ compensation and unemployment compensation. Employees are responsible for the premium costs for dependents. Additional Term Life, whole life, disability, voluntary accidental death & dismemberment, cancer, Long-Term Care Insurance, and vision care are also available. Premiums can be deducted on a pre-tax basis under IRS Code-Section 125.</p> <p>Employee only coverage: employee is responsible for \$5.00 of total premium. Spouse coverage: employee pays \$31.25 Children coverage: employee pays \$36.50 Family coverage: employee pays \$72.15</p> <p>Employees pay the total group cost for vision – rates include the following: Employee coverage: Plan #1 \$9.30 Plan #2 \$5.90 Materials only Employee family: Plan # 1 \$23.36 Plan #2 \$14.80 Materials only</p>
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<p>STATE EMPLOYEES CREDIT UNION</p>	<p>Minimum deposit of \$25.00 required to join.</p>																					
<p>LONGEVITY PAYMENT</p>	<p>All permanent full-time or permanent part-time (20 hours per week or more) employees who have at least 10 years of total qualifying state service are eligible for longevity payments. The percentage is determined by the length of total state service as follows:</p>																					

<p>Longevity Payment Continued 10 but less than 15 yrs. 15 but less than 20 yrs. 20 but less than 25 yrs. 25 or more yrs.</p>	<p>1.50 percent 2.25 percent 3.25 percent 4.50 percent</p>
<p>RETIREMENT PLAN</p>	<p>Employees participate in the Teachers & State Employees' Retirement System. Employees contribute 6% of their salary to the retirement plan each month. Employee contributions are made on a pre-tax basis and reduce taxable income. Life Insurance as well as short and long term disability is provided through the Retirement System after one year of membership. The normal retirement is at age 65, or any age with 30 years of credited service.</p>
<p>EMPLOYEE ASSISTANCE PROGRAM <i>(Frank Horton & Associates)</i></p>	<p>The College offers this service as an assessment, problem solving, and referral service for employees.</p>
<p>TAX-SHELTERED ANNUITIES <i>(Prudential Retirement)</i></p>	<p>The College offers the NC State 401(k) Traditional Plan (Contributions are made on a pre-tax basis and reduce taxable income) and the NC 401 (k) Roth Plan (Contributions are made after-tax).</p>
<p>PARKING</p>	<p>Free parking is available for employees.</p>
<p>FLEXIBLEWORK SCHEDULE</p>	<p>Available for exempt and non-exempt employees.</p>
<p>FLU VACCINATIONS</p>	<p>Provided on campus. State Health Plan pays 100% costs through immunization program.</p>
<p>COLLEGE BENEFIT DEATH PLAN</p>	<p>\$10.00 per incident per RCC employee participant if an immediate family member dies. If an employee is a participant and dies while still working \$20.00 per employee participant is paid to the survivor beneficiary. Amount is determined by the number of employees participating on the plan.</p>

Pre-Paid Legal and Identity Theft Shield			Pre-Paid Legal – \$15.95 Identity Theft Shield – \$12.95 Combo package – \$25.90			
Humana Health Care Plus			Health Care Plus is a hospital and medical indemnity insurance policy designed to help you cover your medical expenses. Benefits are available when you are hospitalized or incur expenses when receiving outpatient or inpatient treatment.			
Health Care Plus Benefit \$250						
			Spousal Age 18-50		Spousal Age 51-64	
Employee Age	Employee Only	Emp. & Children	Emp. & Spouse	Full Family	Emp. & Spouse	Full Family
18-50	\$16.08	\$35.38	\$32.16	\$51.46	\$41.41	\$60.71
51-64	\$25.33	\$44.63	\$41.41	\$60.71	\$50.66	\$69.96

Please refer to Personnel Handbook & Policy Manual for more details.