



RANDOLPH COMMUNITY COLLEGE EMPLOYEE BENEFITS SUMMARY

VACATION LEAVE	<p>Staff employees earn vacation at the following rates:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;">Length of Service</th> <th style="text-align: left;">Hours Earned Monthly</th> </tr> </thead> <tbody> <tr> <td>Less than 5 years</td> <td>9.33 hours</td> </tr> <tr> <td>5 years but < 10 years</td> <td>11.33 hours</td> </tr> <tr> <td>10 years but < 15 years</td> <td>13.33 hours</td> </tr> <tr> <td>15 years but < 20 years</td> <td>15.33 hours</td> </tr> <tr> <td>20 years or more</td> <td>17.33 hours</td> </tr> </tbody> </table> <p>Faculty employees do not accrue vacation leave.</p>	Length of Service	Hours Earned Monthly	Less than 5 years	9.33 hours	5 years but < 10 years	11.33 hours	10 years but < 15 years	13.33 hours	15 years but < 20 years	15.33 hours	20 years or more	17.33 hours								
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SICK LEAVE	8 hours per month																				
PERSONAL LEAVE	8 hours per fiscal year – must be used within the fiscal year																				
BEREAVEMENT LEAVE	3 days for absence due to death in immediate family																				
HOLIDAYS	<table style="width: 100%;"> <tr> <td style="width: 50%;">Martin Luther King Day</td> <td style="width: 50%;">Labor Day</td> </tr> <tr> <td>Easter</td> <td>Thanksgiving Day (2 days)</td> </tr> <tr> <td>Memorial Day</td> <td>Christmas (5 days, including New Year's Day)</td> </tr> <tr> <td>July 4 (1 day)</td> <td></td> </tr> </table>	Martin Luther King Day	Labor Day	Easter	Thanksgiving Day (2 days)	Memorial Day	Christmas (5 days, including New Year's Day)	July 4 (1 day)													
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FLEXIBLE WORK SCHEDULE	RCC closes at 3:00 p.m. each Friday. We offer flexible work schedules to both exempt and non-exempt employees in order to accommodate this schedule.																				
LONGEVITY PAY	<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 pay. The percentage of longevity pay is determined as follows:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;">Length of Service</th> <th style="text-align: left;">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>Longevity pay is paid in the employee's anniversary month.</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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EMPLOYEE ASSISTANCE PROGRAM (EAP) (McLaughlin Young)	The College offers this free counseling, financial and legal services to employees and their immediate families.																				
BCBS MEDICAL (HEALTH)	<p>Health: Employees may choose between the Traditional 70/30, and the 80/20 health plan. The premiums for both the 70/30 and 80/20 are directly related to participation in specific Wellness Activities. You must complete the activities at www.shpnc.org</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;">Coverage 80/20 Plan</th> <th style="text-align: left;">Monthly Employee Contribution</th> </tr> </thead> <tbody> <tr> <td>Employee</td> <td>\$50.00</td> </tr> <tr> <td>Employee + Child(ren)</td> <td>\$305.00</td> </tr> <tr> <td>Employee + Spouse</td> <td>\$700.00</td> </tr> <tr> <td>Employee + Family</td> <td>\$720.00</td> </tr> </tbody> </table> <p><i>Assumes completion of tobacco attestation. The employee-only premium will be \$60 higher per month if the tobacco attestation is not completed.</i></p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;">Coverage 70/30 Plan</th> <th style="text-align: left;">Monthly Employee Contribution</th> </tr> </thead> <tbody> <tr> <td>Employee</td> <td>\$25.00</td> </tr> <tr> <td>Employee + Child(ren)</td> <td>\$218.00</td> </tr> <tr> <td>Employee + Spouse</td> <td>\$590.00</td> </tr> <tr> <td>Employee + Family</td> <td>\$598.00</td> </tr> </tbody> </table> <p><i>Assumes completion of tobacco attestation. The employee-only premium will be \$60 higher per month if the tobacco attestation is not completed.</i></p>	Coverage 80/20 Plan	Monthly Employee Contribution	Employee	\$50.00	Employee + Child(ren)	\$305.00	Employee + Spouse	\$700.00	Employee + Family	\$720.00	Coverage 70/30 Plan	Monthly Employee Contribution	Employee	\$25.00	Employee + Child(ren)	\$218.00	Employee + Spouse	\$590.00	Employee + Family	\$598.00
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DELTA DENTAL	<p>Dental: 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.</p> <table border="1" data-bbox="516 191 1333 380"> <thead> <tr> <th>Coverage</th> <th>Monthly Employee Contribution</th> </tr> </thead> <tbody> <tr> <td>Employee</td> <td>\$15.24</td> </tr> <tr> <td>Employee + Spouse</td> <td>\$56.93</td> </tr> <tr> <td>Employee + Child(ren)</td> <td>\$65.33</td> </tr> <tr> <td>Employee + Family</td> <td>\$122.03</td> </tr> </tbody> </table>	Coverage	Monthly Employee Contribution	Employee	\$15.24	Employee + Spouse	\$56.93	Employee + Child(ren)	\$65.33	Employee + Family	\$122.03
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SUPERIOR VISION	<p>Vision: Employees pay the total cost of vision premiums.</p> <table border="1" data-bbox="516 443 1333 569"> <thead> <tr> <th>Coverage/Plan</th> <th>Monthly Employee Contribution</th> </tr> </thead> <tbody> <tr> <td>Employee</td> <td>\$9.70</td> </tr> <tr> <td>Employee + One</td> <td>\$18.80</td> </tr> <tr> <td>Employee + Family</td> <td>\$27.60</td> </tr> </tbody> </table>	Coverage/Plan	Monthly Employee Contribution	Employee	\$9.70	Employee + One	\$18.80	Employee + Family	\$27.60		
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PIERCE GROUP BENEFITS (COLONIAL PRODUCTS)	Permanent full-time employees are offered the opportunity at annual Open Enrollment in March to enroll in optional benefit products such as cancer, accident, short/long term disability, and life insurance policies. Representatives will be available at Open Enrollment to answer questions and set up/modify accounts according to the needs of the employee.										
TERM LIFE INSURANCE (COLONIAL LIFE)	Permanent full-time employees are offered, at no cost, \$10,000 in term life insurance. Additional coverage may be purchased for spouse and dependent children.										
FLEXIBLE SPENDING ACCOUNT (Health/Dependent Care)	Permanent full-time employees are offered the opportunity at Open Enrollment each March or April to set up a flexible spending account for the upcoming fiscal year (July 1 – June 30). 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. Representatives will be available at Open Enrollment to answer questions and set up/modify accounts according to the needs of the employee.										
HORACE MANN (state employee auto insurance discount)	Permanent full-time employees are offered the opportunity purchase car insurance through the Horace Mann automobile insurance program. The program offers a 10% discount on premiums.										
FLU VACCINATIONS	Flu vaccinations are provided on campus annually, normally in October. The State Health Plan pays 100% of the cost through the immunization program.										
COLLEGE DEATH BENEFIT PLAN (RCC internal plan)	The amount of \$10.00 will be deducted from each participating employee who is enrolled in the Death Benefit Plan in the event of another participating employees' death or the death of that employee's named beneficiary. In the event of the death of an employee and his/her beneficiary, an amount of \$20.00 per participating employee will be paid to the contingent beneficiary. The total amount contributed is determined by the number of employees participating on the plan. This is not a reoccurring deduction – it will only be deducted on an as-needed basis.										
RETIREMENT PLAN (NC State Retirement Plan – mandatory through monthly payroll deduction)	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. You can follow your retirement through your personal ORBIT account.										
TAX SHELTERED ANNUITIES (Prudential Retirement)	The College offers the NC State 401(k) Traditional Plan (contributions are made on a pre-tax basis and reduce taxable income), the NC 401 (k) Roth Plan (contributions are made after-tax), and the NC-457 Plan (Traditional & Roth).										
STATE EMPLOYEES CREDIT UNION	Employees may open an account with a minimum deposit of \$25.										
TUITION WAIVER	Employees may take one College curriculum or continuing education course per year without payment of tuition or fees.										
SEANC	You will have the opportunity to join this organization that represents state employees' interests to policymakers in our state.										
YMCA	RCC is a corporate member: No joining fee & membership discounts.										
WeSave	Online marketplace with exclusive access to local, national and online discounts, exclusive travel offers, giveaways. Discounts tickets to theme parks, movies, concerts & show tickets, hotel reservations and car rentals, dining certificates, grocery coupons and much more!										