

## NEW HIRE RETIREMENT CONTRIBUTIONS RETIREMENT SYSTEMS OF ALABAMA (RSA)

	<b>TIER 1 EMPLOYEE</b>	<b>TIER 2 EMPLOYEE</b>
<b>Date of Employment</b>	Prior to January 1, 2013	On or after January 1, 2013
<b>Member Contribution Rate</b>	7.5% for Regular Employees 8.5% for FLC* Employees	6.2% for Regular Employees 7.2% for FLC* Employees
<b>Employer Contribution Rate</b>	12.43%	11.32%
<b>Retirement Eligibility</b>	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)
<b>Sick Leave Conversion</b>	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

[www.cv.edu](http://www.cv.edu)

# FULL-TIME PERMANENT EMPLOYEE BENEFITS PROGRAM\*

<u>BENEFIT</u>	<u>WHO PAYS?</u>	<u>ELIGIBILITY</u>	<u>AVAILABILITY</u>
<b>Annual Leave</b>  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>
<b>Sick Leave</b>	College	Immediately	1 day per month
<b>Sick Bank</b>	Employee	Apply & contribute 5 sick days	May draw up to 15 days
<b>Military Leave</b>	College	Prior approval	21 days per year
<b>Maternity/Paternity Leave</b>	Employee	Prior approval	Up to 6 months unpaid leave
<b>Personal Leave</b>	College	Prior approval	Up to 2 days/year for staff Up to 5 days/year for faculty
<b>Court Attendance</b>	College	Documentation	Full pay if juror
<b>College Holidays</b>	College	Immediately	16 days per year
<b>Bookstore</b>	Employee	Immediately	20% Discount

<u>BENEFIT</u>	<u>WHO PAYS?</u>	<u>ELIGIBILITY</u>	<u>AVAILABILITY</u>
<b>Medical Insurance</b>  <b>Employee</b> <b>Employee + Non-Spouse Dependents<sup>†</sup></b>  <i>+\$50/month if employee uses tobacco products</i> <i>+\$50/month if employee does not complete Wellness requirements</i>  <b>Employee + Spouse Only</b> <b>Employee + Spouse + Dependents</b>  <i>+\$50/month if employee or spouse uses tobacco products</i> <i>+\$50/month if employee or spouse does not complete Wellness requirements</i>  <b>Leave of Absence (LOA) or COBRA:</b>	College/Employee	Immediately or open enrollment	PEEHIP or HMO  \$30/month* \$207/month*  \$282/month* \$307/month*  \$499 (Individual) \$1,258 (Family)
<b>Optional Coverage</b>  <b>Cancer</b> <i>(Individual or Family Coverage)</i> <b>Indemnity</b> <i>(Individual or Family Coverage)</i> <b>Vision</b> <i>(Individual or Family Coverage)</i> <b>Dental</b> <i>(Individual Coverage)</i> <b>Dental</b> <i>(Family Coverage)</i>	Employee	Immediately or open enrollment	Southland  \$38/month \$38/month \$38/month \$38/month \$50/month
<b>Life Insurance</b>	College	After 90 days  After 1 year of service	\$15,000 <i>(H20-H35 prorated)</i> \$15,000 + 1 x annual salary
<b>Flexible Spending Accounts</b>	Employee	Immediately	PEEHIP
<b>Retirement</b>	Employee	Immediately Vested in 10 years	See Chart on Back
<b>RSA-1 Deferred</b>	Employee	Immediately	Retirement Systems Compensation Plan of Alabama
<b>Tuition Reimbursement</b>	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