

Employee Benefits Program



CALHOUN COMMUNITY COLLEGE

Decatur • Huntsville

www.calhoun.edu

FULL-TIME PERMANENT EMPLOYEE BENEFITS PROGRAM

<u>BENEFIT</u>	<u>WHO PAYS</u>	<u>ELIGIBILITY</u>	<u>AVAILABILITY</u>
Vacation (Administrative and Support Personnel Only)	College	0-4 years 5-9 years 10-14 years 15-19 years over 20 years	1 day per month 1.25 days/month 1.50 days/month 1.75 days/month 2 days/month (maximum 60)
Holidays	College	Immediately	10 days per year
Closed Days	College	Immediately	5 days per year
Sick Leave	College	Immediately	1 day per month
Sick Bank	Employee	Apply & contribute 5 sick days	may draw up to 15 days
Court Attendance	College	Documentation	full pay
Military Leave	College	Prior approval documentation	21 days per year
Maternity Leave	Employee	Prior approval	up to 1 year
Emergency Leave	College	Notification (non-faculty)	3 days per year (Faculty - 0 days)
Personal Leave	College	Prior approval	2 days/year - Staff 5 days/year - Faculty
Leave of Absence	Employee	Prior approval/ Chancellor	up to 1 year
Medical Insurance (employee)	College/ Employee	Immediately or Open enrollment	PEEHIP or HMO \$15/month*
Medical Insurance (family)	College/ Employee	Immediately or Open enrollment	PEEHIP or HMO \$177/month*

<i>*There is a \$27/month additional charge for use of tobacco products.</i>		<u>Single</u>	<u>Family</u>
	Out-of-Pocket	\$15	\$177
	State Allocation	\$752	\$752
	Total Premium	\$767	\$929

<u>BENEFIT</u>	<u>WHO PAYS</u>	<u>ELIGIBILITY</u>	<u>AVAILABILITY</u>
Supplemental Insurance Cancer (Individual or Family Coverage) Indemnity (Individual or Family Coverage) Dental (Individual Coverage) Dental (Family Coverage) Vision (Individual or Family Coverage)	Employee	Immediately or Open enrollment	Southland \$38/month \$38/month \$38/month \$45/month \$38/month
Life Insurance	College	Immediately After 1 year	\$15,000 (H20-H35 prorated) 1 x annual salary
Health Care Flexible Account	Employee	Immediately	PEEHIP
Prof. Liability	College	Immediately	\$1 million
Retirement	Employee	Immediately Vested in 10 years	7.25% of gross pay
RSA-1 Deferred Compensation Plan	Employee	Immediately	Retirement Systems of Alabama
Prof. Development	College	Application	Committee
Tuition Reimbursement	College	Application 1/3 per service yr. After 1 year	Calhoun tuition audit 5 hours
College Business Expenses (In-state)	College	Immediately	Based upon Federal Regulation Rate
Wellness Program	College	Immediately	Located in Gym
Credit Union	Employee	Immediately	Various Locations
Bookstore	Employee	Immediately	10% Discount

Note: 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.

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