

This summary is intended to give a brief overview of the benefit plans. More detail is available in summary plan descriptions and discussed in greater detail in new employee benefits orientation.

Eligible Employees

All regular administrators and regular support staff working at least 17.50 hours per week on a regular basis, full time auxiliary employees, and full-time faculty are eligible for benefits. Full-time Auxiliary staff should reference the Auxiliary Benefits Policy and Procedure for information on benefits offered to Auxiliary staff. Most benefits are available on the first day of work unless otherwise noted.

Medical Insurance

Available to regular full-time and part-time administrators, support staff, faculty and full-time auxiliary staff, FCC offers two health insurance plans for staff an In-Network Plan and a High Deductible Health Plan. FCC pays 100% of a full-time regular staff employee only coverage and pays a portion of the cost to cover dependents.

Health Opt Out

Available to regular full-time and part-time administrators, support staff, faculty and full-time auxiliary staff who elect to waive the College's medical insurance plan may be eligible to receive a monthly taxable opt-out cash incentive in lieu of the medical insurance benefit.

Dental Insurance

Available to regular full-time and part-time administrators, support staff, faculty and full-time auxiliary staff. Dental insurance covers preventative care at 100%, as well as a percentage of basic and major dental service. FCC pays a portion of the cost for employees and dependents.

Vision Insurance

Available to regular full-time and part-time administrators, support staff, faculty and full-time auxiliary staff. FCC pays a portion of the cost for employees and dependents.

Health Savings Account (HSA)

FCC currently funds a portion of the deductible (pro-rated based on date of hire) into a health savings account for eligible staff who elect the High Deductible health insurance plan. Employees may also contribute to their HSA through pre-taxed payroll deductions.

Flexible Spending Account (FSA)

FCC offers medical, limited purpose medical and/or dependent care accounts. FSAs allow for pre-taxed contributions to an FSA in order to pay for medical and/or dependent care expenses. Employees do not have to enroll in the medical insurance plan to participate in the FSA.

Life Insurance (Group Term Life and Supplemental)

Available to regular full-time and part-time administrators, support staff, faculty, FCC pays 100% of the premium cost for eligible employees in the amount of two times annual salary. Includes accidental death and dismemberment benefits. Employees may purchase additional supplemental life insurance to cover the employee, spouse and/or dependent children.

Long Term Disability

Available to regular full-time administrators, support staff, faculty and part-time administrators, support staff and faculty hired to work 30 or more hours per week, FCC pays 100% of the premium cost for eligible full-time regular administrators, support staff, faculty and auxiliary staff. LTD pays up to 60% of the employee's predisability monthly earnings up to a maximum of \$10,000.

Annual Leave

Full-time regular administrators and support staff accrue vacation leave every pay period up to a maximum of 20 days per year. Part-time regular administrators and support staff will accrue on a pro-rated basis. Full-time auxiliary staff follows the auxiliary leave benefit policy.

Paid Time Off (PTO)

Full-time auxiliary staff will receive up to 80 hours of PTO per fiscal year. Please see the Auxiliary Benefits Policy and Procedures for more detailed information.

Personal Leave

Available to full-time regular administrators and support staff may use up to 2 days (14 hours) of personal leave per fiscal year. Personal leave is pro-rated for part-time regular administrators and support staff.

Sick Leave

Full-time regular administrators, support staff and faculty accrue up to 1 day of sick leave per month. Part-time regular administrators and support staff will accrue on a pro-rated basis. Maximum sick leave balance is unlimited. Full-time auxiliary staff follows the auxiliary leave benefit policy.

Sick Bank

Full-time and part-time regular administrators, support staff and faculty are eligible to enroll in the Sick Bank. Sick Bank may be used for prolonged, catastrophic, incapacitating personal illness or injury.

Holidays

Available to full-time and part-time regular administrators, support staff and full-time faculty. Employees receive 10 paid holidays a year in addition to Winter Break (varies by annual calendar) and Spring Break.

FCC Tuition Waiver

Available to regular administrators and support staff working .50 FTE or greater, and full-time faculty. Fees and/or other out-of-pocket costs are not covered under the FCC tuition waiver. Eligible employees may purchase new course textbooks at a 20% discount at the FCC Bookstore! Tuition waiver is also available to family members of eligible employees.

Tuition Reimbursement

Available to full-time regular administrators, support staff and faculty for approved academic courses at accredited institutions. Fees and/or other out-of-pocket costs are not covered under tuition reimbursement.

Retirement – Maryland State Retirement

Available to full-time and part-time administrators, support staff and faculty. Effective date is the employee's date of hire. Full-time administrators and faculty with a Bachelor's degree or higher may under certain circumstances elect the Optional Retirement Program. Employees must make their retirement election prior to or on their first day of work. If no decision is recorded on the first day of work, the new employee will **automatically** be enrolled in Maryland State Retirement. A representative from the Human Resources Department will coordinate retirement information and elections with all new employees.

TIAA- Optional Retirement Plan

Full-time and part-time regular staff hired in the Plant Department, Security, Book Store, Dining Services and Children's Center will be enrolled in the TIAA retirement plan. Contributions are made by the College.

Voluntary Supplemental Retirement (403B and 457B Plans)

Available to eligible FCC employees upon hire. These plans allow employees to make pre-taxed contributions and save on a tax deferred basis.

Employee Assistance Program (EAP)

The EAP provides free and confidential wellness, counseling and referral services 24 hours a day, seven days a week to any FCC employee who is eligible for health care benefits. In addition to counseling and referral services, the EAP offers financial and legal consultations. This benefit is available to any member of the eligible employee's household.



Employee Benefits at a Glance

FERKO MD – Credit Union

FERKO credit union is the exclusive credit union for Frederick Community College employees! Available upon hire to all employees, their spouses and members of your immediate household.

Bereavement

Available to full-time and part-time regular administrators, support staff and faculty. FCC provides up to 4 days of paid leave (pro-rated for part-time employees) to eligible employees when a death occurs in the immediate family.

Optional Voluntary Benefits

Available to full-time and part-time regular administrators, support staff, faculty and full-time auxiliary employees. The following voluntary benefits are currently available:

- **Legal Resources** – Pre-paid legal service plan.
- **AFLAC** – offering a variety of supplemental insurance plans to include, Short Term Disability, Accident Indemnity, Hospital Confinement and Cancer plans.

FCC Power Wellness

The FCC Power Wellness provides wellness information, resources and fitness/wellness challenges and more to the FCC community throughout the year!! The FCC Power Wellness committee is comprised of members of the FCC campus community.

FCC Perks!

There are great Perks to being an FCC employee! Discount programs and discount offerings from local business such as:

- Verizon Wireless Employee Discount
- Truist and PNC Bank - at work banking programs
- Dell Computers
- Microsoft Office 365 free software download
- YMCA membership discounts
- Dublin Roasters
- On-site Library
- On-site Fitness Center/Gym
- On-site Café
- ATM machine
- Walking Trails

Frederick Community College reserves the right to change benefit offerings at any time.

REV. 2.2022