



Frederick Community College

SUMMARY OF BENEFITS

FULL-TIME SUPPORTIVE STAFF

This document provides a brief overview of available benefits. The College Policy Manual and the Human Resources intranet site provide detailed information on each benefit and should be reviewed at www.frederick.edu.

Benefit & Policy Number	Description
Direct Deposit	Required for all new hired employees effective 12/1/07.
Parking Permit	Allows employees to park in spaces reserved for staff. Unauthorized vehicles parked in reserved spaces without a parking permit may be subject to towing at owner's expense plus fines.
Employee ID Card	Photo ID cards are issued in the Security Office (H-116). ID cards allow access to reserved, gated parking lots and may also be used to enter the facility after normal hours. Also serves as FCC library card.
FERKO Credit Union	FCC employees are eligible to participate in the Frederick County Board of Education credit union. Enrollment forms are available in the Payroll Office or you may call FERKO at 301-662-7266 for more information. http://www.ferkomfcu.com/ .
Support Personnel Association (SPA)	SPA is the officially recognized organization designated to represent all support staff to the College administration and Board of Trustees.
Annual Leave Policy 3.21A	Support staff members earn 10 days per year through their 3 rd year of employment, 15 days per year in their 4 th -7 th years, and 20 days per year beginning in the 8 th year. Accrues by pay period to a maximum of 30 days (210 hrs). No lump-sum payoff of unused leave at termination.
Bereavement Leave Policy 3.21B	Up to 4 days of paid leave may be taken upon the death of a member of the employee's immediate family (parent, child or spouse). Requests for exceptions for other relatives must be made in writing to the AVP of Human Resources.
Holiday Leave Policy 3.21D	Holidays are paid by the College for staff meeting the criteria specified in the Policy Manual. Holidays are designated on the Academic Calendar.
Sick Leave Policy 3.21J	Employees earn 1 day for each month worked per year. 10-month employees earn 10 days per year. Unlimited accumulation.
Sick Leave Bank Policy 3.27	Employees who accrue sick leave are eligible to join the Employee Sick Leave Bank. New employees must work half of their annual contract prior to joining. Open enrollment is held annually.
Special Leave Policy 3.21K	Staff may request to use up to 14 hours of paid personal leave each fiscal year for illness, bereavement and personal business. Requires Manager and Vice President approval in advance.
Jury Duty & Court Attendance Policy 3.21D	Time off for jury duty is supported and paid by the College. Other Court attendance (other than personal) is subject to the President's approval. Official notification/subpoena must be given to Human Resources.
Tuition Reimbursement Policy 3.23A	Up to 6 credits per fiscal year may be reimbursed for full-time employees enrolled at an accredited institution for courses or a degree program that is job related. An approval form is required prior to registering each semester. Reimbursement is limited to the in-state tuition rate per credit hour for equivalent courses at University of Maryland, College Park. Course fees and books are not reimbursable.
FCC Tuition Waiver Policy 3.23B	Employees, spouse/domestic partner and eligible children (until 24 th birthday) will have FCC tuition waived for credit and non-credit courses (with few exceptions). Student is responsible for fees and the cost of books. An approval form is required prior to registering each semester. Employees who take courses will be given 20% discount on required textbooks when "new" books are purchased. Book discount does not apply to dependents.

Completion of Associate's Degree Policy 3.23B	The College will award an extra pay increment to support staff members who complete an Associate's degree while employed in an eligible category.
Medical Insurance Policy 3.20D	Employees may choose between an Open Access Plus High Deductible Health Plan with Health Savings Account (OAP) or an Open Access In Network Plan (OAPIN). The College pays 95% of the cost of medical insurance for the employee and 50% of the cost for spouse/domestic partner and children for the OAPIN plan. The College will apply the same dollar amount towards the OAP plan. Employees with other coverage may waive FCC coverage. Enrollment is required for all others. Open enrollment is held annually.
Dental Insurance Policy 3.20A	The College pays 75% of the cost of dental insurance for the employee. Employee is responsible for the total cost of spouse/domestic partner and/or children coverage. Open enrollment is held annually.
Vision Insurance Policy 3.20F	The College pays 75% of the cost of vision insurance for the employee. Employee is responsible for the total cost of spouse/domestic partner and/or children coverage. Open enrollment is held annually.
Flexible Spending Accounts	Healthcare and Dependent Care Flexible Spending Accounts are available and are paid for by the employee through pre-tax payroll deductions.
Life Insurance Policy 3.20C	Life insurance is provided by the College. The coverage is equal to two times the employee's annual base salary. Coverage for spouse/domestic partner and/or children is optional and is paid for by the employee through payroll deductions.
Supplemental Life Insurance	Supplemental life insurance is available for the employee, spouse/domestic partner and/or children and is paid for by the employee through payroll deductions. Open enrollment is held annually.
Long-Term Disability Insurance Policy 3.20B	LTD is provided by the College. The coverage is equal to 60% of the employee's monthly base salary following a 90 day waiting period.
Retirement Plans Policy 3.22	Staff in eligible positions must enroll in the MD State Teacher's Pension System which has a mandatory employee contribution deducted before taxes. Positions deemed ineligible (plant, bookstore, dining services, children's center, etc.) for the State plan must enroll in TIAA CREF.
Supplemental Retirement Plans Policy 3.22	Supplemental Retirement Annuities are available. These are optional savings vehicles and are funded by the employee through pre-tax payroll deductions.
Employee Assistance Program Policy 3.29	An Employee Assistance Program is provided by the College for employees and their eligible dependents. The EAP provides up to four free counseling sessions per year, per issue.
Legal Services Plan	A prepaid legal services plan is available and is paid for by the employee through after-tax payroll deductions.
Aflac	Voluntary insurance plans paid for by the employee through payroll deductions.

Benefits are subject to change by the College Board of Trustees.

Payday is twice a month, on the 15th and the last day of the month. If a payday falls on a weekend or holiday, you will be paid on Friday or the day before the holiday, unless notified otherwise. For current employees who do not have direct deposit, paychecks will be mailed to the employees home address. Direct deposit advices will be put in employee mailboxes the afternoon before payday or the morning of payday.

It is the employee's responsibility to read the Policy Manual and contact Human Resources if you have questions.

