

Full Time Faculty Benefits

Benefits

The benefit information presented below is a summary of Everett Community College provided benefits. This information is subject to change and subject to the provisions of any legislative mandates and College policy changes. For more detailed information about Everett Community College benefits and to receive more information, please do not hesitate to contact Janice Paulson at EVCC Human Resources email: jpaulson@everettcc.edu phone: 425-388-9230.

Health Insurance

The College health benefits are provided through the State of Washington Health Care Authority. The College contribution for employee medical plans currently is \$561 which includes medical/dental, basic life insurance plan, and basic LTD plan. Employees can choose from a variety of medical plans including a Preferred Provider Organization (PPO) and several managed care plans. Employees pay a portion of their medical care cost through employee premiums which are deducted from their pay checks. The employee premium is based on the employee's choice of plan and coverage for lawful spouses, qualified domestic partner, and dependent children. The current monthly employee premiums range from \$20 through \$296 depending on plan choice and dependents covered. If you are employed on the first working day of the month, your insurance would be effective the first of the month. If you are employed after the first working day of the month, your insurance would be effective the first of the next month. Employees can waive the medical insurance provided you are enrolled in medical insurance coverage through another source. The link to more information is below regarding the medical/dental, life insurance and LTD offered by the State of Washington Health Care Authority and provided to College employees:

<http://www.hca.wa.gov/public.shtml>

<http://www.pebb.hca.wa.gov/>

Vision Insurance

Vision Insurance is included with all medical insurance plans. Optical service frequency and hardware (glasses, contact lenses) vary per type of plan selected. Employees do not pay a separate employee premium for vision coverage.

Dental Insurance

Employees have a choice of dental plans. Options include a State of Washington preferred provider organization (PPO) dental plan and two managed care plans. The coverage options vary based on plan selection. Currently, employees do not pay an employee premium for dental insurance.

Flexible Spending Accounts (FSA)

The College offers an optional flexible spending account for out-of-pocket medical expenses. This is a calendar year plan whereby employees can set aside pretax dollars to pay for out-of-pocket medical expenses. This is a “use it or lose it” IRC governed plan. Employees can set aside between \$240 and \$2,400 per calendar year. Medical expense reimbursements can be requested for the employee, their spouse, and their IRS dependents. Employees are eligible to begin participation the first day of the month following employment.

<http://pebb.asiflex.com/default.aspx>

Voluntary Employee Benefit Association (VEBA) IRC 501(c)(9)

Upon retirement from the College, full time faculty employees participate in VEBA in the even calendar years. The VEBA CTC plan is a tax-free health reimbursement arrangement (HRA) that enables the College to make tax-free contributions into a special trust account on your behalf. These tax-free funds can then be used to pay or reimburse eligible out-of-pocket healthcare costs and premiums for yourself, your spouse and your qualified dependents. Sick leave buyout at retirement is paid at one quarter of the total hours that you have accumulated in the compensable sick leave account. This is an IRC governed plan and mandatory participation is required based on a group election. VEBA available year upon retirement to full time faculty in even calendar years ie 2000, 2002 etc.

Life Insurance

The College provides \$25,000 in basic life insurance from any cause and \$5,000 basic Accidental Death and Dismemberment (AD&D) insurance at no cost to the employee. Employees can enroll in additional optional life insurance benefits for themselves, their spouse, and dependents. Currently, employees can apply for an additional amount equal to \$350,000 plus the amount of the employee’s annualized salary. Upon retirement, employee’s can apply for conversion of their term life insurance into a whole life policy.

Long Term Disability Insurance

The College provides a basic long term disability plan at no cost to the employee. This plan pays a benefit between \$50 and \$240 per month 90 days after disability certification or the period of accumulated sick leave, whatever is longer. Employees can also participate in an optional long-term disability plan that provides 60% of the first \$10,000 of monthly predisability earnings, reduced by any deductible income, plus amounts paid into the higher education retirement accounts. This is an after-tax benefit; therefore, any benefits received from this plan are tax free.

Retirement

Full time Faculty employees participate in the State Board Retirement Plan (SBRP) defined contribution plan TIAA-CREF. This plan has a matching contributions by the employee and the College. Employees begin the plan on their first date of hire. Employees are immediately 100% vested in the SBRP plan once enrolled and contributions are deducted. Percentages of contributions are age based on the employee’s age.

Ages under 35 contribute 5% of their gross income with a 5% College match.
Ages 35 to age 50 contribute 7.5% of their gross income with a 7.5% College match
Ages 50 and over contribute 10% of their gross income with a 10% College match
Individuals who currently belong to a State sponsored plan can continue with that plan in lieu of participation in the TIAA-CREF plan (i.e. Public Employee Retiree System (PERS), Teachers Retirement System (TRS)).

Group Supplemental Retirement Annuity (GSRA)

The College offers the opportunity to participate in the supplemental retirement annuity (GSRA) in addition to the regular retirement plan. An employee can voluntarily participate in the 403(b) plan (TIAA CREF) and set aside a portion of their income in a tax deferred plan. These plans are easily set-up and provide for employee flexibility. Employees can participate in both supplemental 403(b) plans and the State of Washington's Deferred Compensation Plan which is a 457.

Deferred Compensation Plan (DCP)

Employees of the College can participate in the State's Deferred Compensation Plan. This plan is a 457 IRC which allows an employee to set aside additional pre-tax earnings for retirement savings. Employees can participate in the supplemental retirement annuity 403(b) retirement plan in addition to participation in the DCP State plan.

<https://dcp.csplans.com/csportal/welcome.do>

Dependent Care Assistance Program (DCAP)

Employees can set aside pretax dollars to pay for out-of-pocket dependent care expenses. Employees may be able to save in taxes annually if they have children under the age of 13 or elderly parents who require care assistance. Employees can sign up to participate upon hire.

<http://pebb.asiflex.com/default.aspx>

Leave for Full Time Faculty

Information on leave can be found in the Agreement By and Between The Board of Trustees of Community College District V and AFT Everett Higher Education Local 1873, AFT, AFL/CIO. The link to the CBA is here:

http://www.everettcc.edu/uploadedFiles/College_Administration/HR/Jobs/AFT_Agreement_2006-2008_with_Salary_Schedule_7_1_07.pdf

19 SICK LEAVE: ILLNESS, INJURY (IN CBA)

ACCRUAL

19.10

A full-time academic employee shall be credited with twelve (12) days of leave on the first day of the initial contract. Thereafter, commencing with the second year of employment, regardless of the total of the accumulated leave, the employee shall be credited with one (1) day of leave per month worked for sickness, injury, bereavement, and emergency during Fall, Winter, and Spring Quarters. Full-time academic employees under contract in Summer Quarter shall be credited with one (1) day of leave each for July and August. Full-time academic employees not under contract in Summer Quarter shall be credited with one (1) day of non-compensable leave each for July and August.

BEREAVEMENT LEAVE (IN CBA)

19.50

One (1) day of bereavement leave shall be granted for each death in the academic employee's immediate family or household. With the approval of the Vice President of Human Resources & Affirmative Action, this leave may be extended to three (3) days. Leave granted under this paragraph shall not be deducted from the academic employee's sick leave account.

19.51

In addition to the three days of leave granted under 19.50 above, an academic employee shall be granted two additional days of paid leave for a total of five (5) days paid leave on each such occasion. In the event of out-of-state travel, an additional five (5) days may be granted by the appropriate administrator.

20 OTHER LEAVE (IN CBA)

ACCIDENT LEAVE

20.10

The Employer agrees to maintain maximum allowable coverage of on-duty accidents under Workers' Compensation Legislation for both full-time and part-time academic employees.

CIVIL DUTIES LEAVE

20.20

All academic employees shall be granted paid leave to serve as witnesses at trials or as jurors, provided they are not plaintiff, defendant, or subject of the investigation. In such a case, any net compensation received shall be deducted from the academic employee's salary so that there is neither financial gain nor loss to the academic employee.

MILITARY TRAINING LEAVE (IN CBA)

20.30

Academic employees shall be entitled to a maximum of fifteen (15) calendar days of annual leave for active duty in the National Guard, Air National Guard, or military reserve forces of the United States.

PERSONAL LEAVE (IN CBA)

20.40

This leave is intended to be used for reasons of a personal nature; however, such leave shall not be used for holiday or recreational purposes or for gainful employment or self-employment. Reasonable attempts to arrange coverage shall be expected.

Full-time academic employees under annual contract shall receive three (3) personal leave days per instructional year commencing the first day of his/her contract. Personal leave days are non-accumulative and must be used in the year accrued. No more than one (1) personal leave day can be used in a quarter unless such leave is expressly approved by the appropriate administrator.

Part-time academic employees who work one-third or more of the annual band (see Section 27.30) in a quarter shall receive one (1) personal leave day commencing the first day of the individual contract. Personal leave days are non-accumulative and must be used in the quarter accrued.

20.41

Full-time academic employees who work Summer Quarter on a part-time contract shall receive one (1) personal leave day for use in that quarter.

11/25/08