

# NEW HIRE RETIREMENT COMPARISON (Act 2012-377)

	<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>	13.57%	12.60%
<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

Rev. 9/4/24

ADA/AFFIRMATIVE ACTION/EQUAL OPPORTUNITY EDUCATIONAL INSTITUTION



**BEVILL STATE**  
Community College

Fayette | Hamilton | Jasper | Sumiton | Carrollton

## Employee Benefits Program



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# FULL-TIME PERMANENT EMPLOYEE BENEFITS PROGRAM\*

<u>BENEFIT</u>	<u>WHO PAYS?</u>	<u>ELIGIBILITY</u>	<u>AVAILABILITY</u>
<b>Annual Leave</b> <i>(Staff Only)</i>	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 <i>(maximum 60)</i>
<b>Holidays</b>	College	Immediately	11 days per year
<b>Closed Days</b>	College	Immediately	5 days per year
<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>Court Attendance</b>	College	Documentation	Full pay if juror
<b>Military Leave</b>	College	Prior approval & documentation	21 days per year
<b>Maternity 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>Bookstore</b>	Employee	Immediately	10% Discount

<u>BENEFIT</u>	<u>WHO PAYS?</u>	<u>ELIGIBILITY</u>	<u>AVAILABILITY</u>
<b>Medical Insurance</b>	College/Employee	Immediately or open enrollment	PEEHIP or HMO
<b>Employee Employee + Non-Spouse Dependents<sup>†</sup></b>			\$30/month* \$207/month*
+\$50/month if employee uses tobacco products +\$50/month if employee does not complete Wellness requirements			
<b>Employee + Spouse Only Employee + Spouse + Dependents</b>			\$282/month* \$307/month*
+\$50/month if employee or spouse uses tobacco products +\$50/month if employee or spouse does not complete Wellness requirements			
<b>Leave of Absence (LOA) or COBRA:</b>			\$499 (Individual) \$1,258 (Family)
<b>Optional Coverage</b>	Employee	Immediately or open enrollment	Southland
<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>			\$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