

**McLENNAN COMMUNITY COLLEGE  
EMPLOYEE FRINGE BENEFITS SUMMARY**

<u>Benefits</u>	<u>Who Pays</u>	<u>When Are You Eligible</u>	<u>What You Receive</u>
Health Insurance:	College -- 100% for Employee College -- 50% for Dependent(s) Employee --50% for Dependent(s)	1 <sup>st</sup> of month following 60 days	Choice of <u>Health Select</u> , <u>Scott &amp; White Health Plan</u> or <u>Consumer Directed Health Select</u>
Life Insurance:	College -- 100% for Basic Life Employee --100% for Optional Life Employee --100% for Dependent Life	1 <sup>st</sup> of month following 60 days 1 <sup>st</sup> of month following election 1 <sup>st</sup> of month following election	\$5,000 Term Life & AD & D May purchase up to 4 X annual salary \$5,000 Term Life & AD & D
Vision Insurance:	Employee – 100%	1 <sup>st</sup> of month following election	Superior Vision
Dental Insurance:	Employee -- 100%	1 <sup>st</sup> of month following election	Choice of <u>Dental Choice</u> , or <u>DeltaCare USA</u> (Administered by DeltaDental)
Short-Term Disability:	Employee -- 100%	1 <sup>st</sup> of month following election	66% of monthly salary -- 30 days elimination period
Long-Term Disability:	Employee -- 100%	1 <sup>st</sup> of month following election	60% of monthly salary -- 180 days elimination period
TexFlex Healthcare Reimbursement Account:	Employee -- 100%	1 <sup>st</sup> of month following 60 days	Reimbursement for many non-covered medical expenses
TexFlex Dependent Care Reimbursement Account:	Employee -- 100%	1 <sup>st</sup> of month following election	Reimbursement for dependent care expenses
Teacher Retirement System: (TRS)	College – 7.5% Employee – 7.7%	1 <sup>st</sup> day of full-time employment	Excellent retirement benefits—annuity based on years, and salary
Optional Retirement Program: (ORP)	College – 8.50% Employee --6.65%	1 <sup>st</sup> of month following election Elected during first 90 days of employment only	Faculty & Admin.--total value of account based on contributions + interest or annuity for life
Tax Sheltered Annuities:	Employee - 100%	Upon Employment	Tax sheltered savings within IRS limits
Employee Wellness:	College	Upon Employment	90-minutes allowance each week
Sick Leave:	College -- 100%	Upon Employment	One day (8 hours) per month Maximum 120 days or 960 hrs.
Vacation:	College -- 100%	Upon Employment	For 12 month employees only 5/6 of a day (6.67 hours) per month
Holidays:	College -- 100%	Upon Employment	Approximately 25 days for 12-month staff
Personal Business Leave:	College -- 100%	Upon Employment	All benefit-eligible employees --2 days per year
Jury Duty:	College -- 100%	Upon Employment	Full salary for time spent on jury duty
Bookstore Discount:	Employee	Upon Employment	10% discount on purchases excluding books and food
Entertainment & Athletic:	College -- 100%	Upon Employment	Free admissions to athletic events, fine arts productions and concerts,
Tuition Free:	College -- 100%	Upon Employment	Credit courses tuition free at MCC for employees (fall, spring & summer) & dependents (fall & spring; summer if enrolled in previous semester or the following semester) ; Continuing Ed course tuition free for employee (one at a time). Employees and dependents are responsible for certain fees when taking credit and/or continuing education classes.
Use of MCC Library	No charge	Upon Employment	Checkout privileges for books