

Lawson State

COMMUNITY COLLEGE



LSCC

Employee Benefits Program

Summary of Benefits	Instructor	Non-Instructor
Sick Leave	1 Day (7 hours)	1-Day (8 hours)
Annual Leave	N/A (off between terms)	0-4 years 8 hours per month 5-9 years 10 hours per month 10-14 years 12 hours per month 15-19 years 14 hours per month 20+ years 16 hours per month Annual leave exceeding 480 hours will be forfeited after August 31 of each leave year.
Personal Leave	35 Hours (converts to sick leave if not used)	16 Hours (converts to sick leave if not used)
Emergency Leave	N/A	24 hours (all other leave must be exhausted)
Holidays	14 (5 locally assigned)	14 Days (5 locally assigned)
Retirement	Employee Rate: 7.50% (Tier 1) Employee Rate: 6.00% (Tier 2) Employer Rate: 11.71% (Tier 1) Employer Rate: 11.08% (Tier 2)	Employee Rate: 7.50% (Tier 1) Employee Rate: 6.00% (Tier 2) Employer Rate: 11.71% (Tier 1) Employer Rate: 11.08% (Tier 2) FLC: Employee Rate: 8.50% (Tier 1) Employee Rate: 7.00% (Tier 2)
Health Insurance	\$177.00 monthly/family coverage. \$15.00 monthly/single coverage. (Additional \$28.00 per month for smokers) If an employee elects not to enroll in medical coverage, he/she may choose to enroll in the supplemental plans free of charge: hospital indemnity, cancer, dental, and vision. Options with Medical are \$38.00 each with the exception of dental which is \$45.00	\$177.00 monthly/family coverage. \$15.00 monthly/single coverage. (Additional \$28.00 per month for smokers) If an employee elects not to enroll in medical coverage, he/she may choose to enroll in the supplemental plans free of charge: hospital indemnity, cancer, dental, and vision. Options with Medical are \$38.00 each with the exception of dental which is \$45.00
Tuition Assistance at 2-Year Colleges in Alabama (Employees and Dependents)	1/3 waived after 1 st year 2/3 waived after 2 nd year 100% waived after 3 rd year	1/3 waived after 1 st year 2/3 waived after 2 nd year 100% waived after 3 rd year
Sick Bank	Deposit 5 days to join	Deposit 5 days to join
Direct Deposit	Eligible for Direct Deposit	Eligible for Direct Deposit
Voluntary Employee Benefits **Contact payroll for available plans and contact information**	AEA (205) 568-9858 Representative: Brenda Thompson American Fidelity, Unum Life, Unum Long Term Care, Equi-Vest Annuity, Companion Life, Protective Life, VALIC, AFLAC, Colonial Life, AG Life, Principle Life, Liberty National Life, Continental Life, The Equitable, ING, TIAA Cref, First Educators Credit Union	AEA (205) 568-9858 Representative: Brenda Thompson American Fidelity, Unum Life, Unum Long Term Care, Equi-Vest Annuity, Companion Life, Protective Life, VALIC, AFLAC, Colonial Life, AG Life, Principle Life, Liberty National Life, Continental Life, The Equitable, ING, TIAA Cref, First Educators Credit Union

***Note: If an employee has any service prior to January 1, 2013, the employee will be classified as a Tier 1 participant. Employees hired on or after January 1, 2013, are classified as Tier 2 participants.**

Tier 1: Employee may retire after 25 years of service or upon attaining age 60 with at least 10 years of service.

Tier 2: Employee may retire after 10 years of service and the attainment of age 62.

After an employee is eligible for retirement, sick leave may be applied toward retirement. If employee leaves the system before becoming vested, he/she may withdraw all deposits. If an employee dies while covered by the Retirement System, and before retirement, his/her beneficiary receives \$15,000 life insurance, one year's salary, and all payments made to the Retirement System.

**Regular Full-time employees are contracted for 260 days

**Full-time faculty are contracted for 175 days plus Summer Term (if applicable)