

MAINE COMMUNITY COLLEGE SYSTEM
Summary of Benefits for
Confidential Employees (Non-Exempt/Hourly)

- RETIREMENT:** Employee is required to choose between two retirement options, paid for by the MCCS: the Maine Public Employees Retirement System (MainePERS) or the Teachers Insurance & Annuity Association College Retirement Equities Fund (TIAA-CREF). Mandatory membership in lieu of Social Security.
- HEALTH INSURANCE:** Full cost of employee coverage in the State of Maine health insurance plan paid by the MCCS, 60% of cost of family plan paid by MCCS, the remainder paid by employee. Premiums will be pro-rated for part-time employees. Your insurance becomes effective the first of the month following one month of employment.
- DENTAL INSURANCE:** Full cost of employee coverage in the State of Maine dental plan paid by the MCCS; family plan available on employee contributing basis. Premiums will be pro-rated for part-time employees. Your insurance becomes effective the first of the month following one month of employment
- VISION INSURANCE:** Optional employee and dependent Vision Insurance available; all premiums paid by the employee. Your insurance becomes effective the first of the month following one month of employment
- LIFE INSURANCE:** Group term life insurance equal to the employee's annual salary paid by the MCCS for the employee. Supplemental and dependent coverage may be purchased by employee.
- VACATION:** Accrued on a monthly basis, beginning at 1 1/4 days per month. Increases at five, ten and fifteen years of service.
- PERSONAL LEAVE:** Two (2) personal days provided at the beginning of each fiscal year.
- SICK LEAVE:** One (1) day of sick leave per month.
- HOLIDAY LEAVE:** The MCCS provides twelve (12) paid holidays as follows:
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|------------------------|------------------|
| New Years Day | Labor Day |
| Martin Luther King Day | Columbus Day |
| Washington's Birthday | Veteran's Day |
| Patriot's Day | Thanksgiving Day |
| Memorial Day | Friday following |
| Independence Day | Thanksgiving Day |
| | Christmas |
- SECTION 125 PLAN:** Pre-tax Health and Dental premium; Health Care and Dependent Care Flexible Spending Accounts.
- SEVERANCE:**
- | | |
|------------------|-----------------|
| 0 – 3 years | 0 months salary |
| 4 – 6 years | 3 months salary |
| 7 – 10 years | 4 months salary |
| 11 or more years | 6 months salary |
- DEFERRED COMPENSATION PLAN:** Available through payroll deduction.

THIS IS A SUMMARY OF THE BENEFITS AFFORDED A NON-EXEMPT (HOURLY) CONFIDENTIAL. PLEASE CONSULT POLICY 404 FOR FURTHER INFORMATION AND CLARIFICATION.