

Statement of Benefits

(**Administrators** – includes confidential administrative members in the President's and Vice Presidents' offices)

Updated 07/2018

- **Medical Insurance** (*UPMC Consumer Advantage – Premium Network EPO/PPO*)
Contribution amount is 10% of the actual premium for the level of coverage selected. The College pays the \$1,250/\$2,500 annual deductible.
 - *Opt out of medical coverage for \$75 cash payment per pay (\$1,950 per year)*
- **Dental Coverage** (*UPMC Dental Advantage*) Premium fully paid by the College for full-time employees. Employee may elect to upgrade coverage level as follows:
 - Employee plus Spouse - \$13.83/pay
 - Employee plus Child(ren) - \$15.58/pay
 - Family Coverage - \$33.93/pay
- **Vision Coverage** (*UPMC Vision Care - Prime*) Premium fully paid by the College for full-time employees. Employee may elect to upgrade coverage levels as follows:
 - Family Coverage - \$4.70/pay
- **Short Term Disability** (*Assurant/PSBA- 67% of weekly pay, maximum of \$1,800 per week*)
Premium paid by the College.
- **Long Term Disability** (*Assurant/PSBA – 66⅔% of monthly pay, maximum of \$7,800 per month*) Premium paid by the College.
- **Life Insurance** (*Assurant/PSBA - 2 times annual salary*) Premium paid by the College.
- **Retirement Benefits** (*TIAA-CREF*) Pennsylvania Highlands Community College will contribute 10% of full-time employees' salary. Employee must contribute 2% of base salary. Voluntary contributions over 2% can be elected by the employee to the maximum allowed by law.
- **Workers' Compensation** Premium paid by the College.



- **Paid Time Off** (*accrues at a rate of 8.923 hours per pay period to 232 hours*)
- **Bereavement Leave** (*5 days - immediate family, 3 days - near relative, 1 day - other relative*)
- **11 paid Holidays**
 - Independence day
 - Labor Day
 - Thanksgiving Day
 - Day after Thanksgiving
 - Christmas Day
 - New Year's Day
 - Memorial Day
 - Four (4) additional holiday observances to be determined based on the academic calendar.
- The College is closed the week between Christmas and New Year's Day.
- \$150 reimbursement per calendar year toward a membership in a health club or fitness center or health improvement class approved by College.
- **Tuition Waiver Policy** – Full time administrators, spouses and dependents (IRS rules) of full-time administrators receive a waiver of tuition for a maximum of sixty-eight (68) credits.