

# MILES COLLEGE

## Summary of Fringe Benefits

### HUMAN RESOURCE SERVICES

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Fairfield, AL 35064

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The benefits listed are available to all eligible full-time employees.



If elected, the health care benefits are effective the first days of the month following your start date. Employee may elect coverage for self, spouse and/or dependent children under age 26. Employees have the option of enrolling or changing their enrollment: 1) within the first 31 days of becoming a full-time employee, 2) through the open enrollment process which allows non-participating and participating eligible employees to enroll, change, or cancel coverage on September 1 of each year, or 3) when certain life status changes occur, such as marriage, birth of a baby or divorce. Contact Human Resource Services for further information.

**PROFESSIONAL DEVELOPMENT OPPORTUNITIES:** Miles College offers professional development to equip faculty and staff with the tools to better support our students. Professional Development is the engine that propels innovation, employee engagement, and student success at Miles. Professional development opportunities will be available each semester, some in person and some from the comfort of your computer, which will be announced soon. Miles College has partnered with [Vector Solutions](#) to help administer and manage faculty, staff, and student education and training through its Vector LMS, Higher Education platform (formerly, the SafeColleges Training System). Through the Vector LMS, Higher Education platform, faculty and staff will be assigned a variety of courses on topics such as Title IX, Clery Act Basics, and Sexual Assault Prevention.

### RETIREMENT

#### **Defined Contribution Retirement Plan**

Eligible employees may participate in the Defined Contribution Plan upon the completion of two years of full-time service with no break in employment. Miles College contributes a percentage 5% of your base salary.

#### **Tax Deferred Annuity Plan**

In addition to the Defined Contribution Plan, employees are eligible to participate in the Tax Deferred Annuity Plan (TDA). In this plan employees can elect to reduce their salary on a pre-tax basis and contribute that amount into a federal tax-deferred plan with TIAA-CREF. The IRS limits the maximum amount employees can put into a tax-deferred 403(b) retirement plan in any given year. All benefits arising from these contributions are immediately and fully vested.

**LIFE INSURANCE:** The College provides a Term Life insurance of \$30,000 effective after a 30-day waiting period.

#### **NEW DIRECTIONS EMPLOYEE ASSISTANCE PROGRAM:**

EAP is a comprehensive life-enhancement resource that promotes emotional well-being. EAP provides confidential advice and counseling on personal matters. The EAP staff can assist employees and their eligible dependents with problems including those related to marriage, parenting, substance abuse, or the death of a loved one. Employees and their eligible dependents may each have up to six visits per fiscal year with an EAP counselor provided at the college's expense. This service is completely confidential. Information will not be shared without employee knowledge and signed release.

**EDUCATIONAL BENEFIT ASSISTANCE:** Miles College waive tuition for all full-time employees and their qualified dependents after one year of service at the College. Eligibility rest on the admission to the College, submitted FAFSA and other requirements noted on request form. Forms are located under the Forms and Documents on the Colleges website. Dependent verification is required. Employees are allowed to take 6 credit hours per semester.

**PROBATIONARY PERIOD:** Before you are eligible for leave, all full-time new hires must complete a six-month probationary period..

**MEDICAL INSURANCE:** The college offers a medical insurance plan through BCBSAL which includes a prescription drug plan.

Single Rate	\$155.00
Single +1	\$492.00
Family Rate	\$722.00

**DENTAL INSURANCE:** The College offers a group dental plan through BCBSAL during the time of hire. See the plan document for more information.

Single Rate	\$19.35
Employee +1	\$40.64
Employee + Child	\$32.90
Family	\$58.07

*BCBS Dental does not have open enrollment each year. If you do not select dental at the time of hire, you will not be able to select it now or in the future. PLEASE NOTE, THIS IS NOT A MILES COLLEGE RESTRICTION. THIS IS A BLUE CROSS AND BLUE SHIELD OF ALABAMA RESTRICTION.*

#### **ADDITIONAL INSURANCE BENEFITS**

Employees may purchase additional insurance benefits at group rates. These optional benefits are available as a convenient payroll deduction and include:

- AFLAC
- HUMANA Vision & Dental
- LEADERS LIFE
- 1.800MD
- USAbLe Voluntary Term Life Insurance