Attachment A

Lac Courte Oreilles Ojibwa Community College

Benefits Overview

Please accept the following information as an overview of the benefits associated with regular full time employment at Lac Courte Oreilles Ojibwa Community College (LCOOCC). LCOOCC reserves the right to discontinue benefits, change providers, and/or make changes in the coverage for benefits including the amount of premiums (including percentage of premium sharing), the deductibles, and total benefits provided. Please note all employment offers are contingent upon the completion of background checks and reference checks with current and/or former employers of the candidate.

Health Insurance –

A. Various plans available through the Federal Employee Health Benefits (FEHB).
B. College pays 79% of premiums for self and/or family coverage and employee is responsible for 21% of premium cost.
C. Eligible for coverage the first day of the pay period following receipt of enrollment forms.
D. Enrollment must occur within the first 60 days of employment otherwise will need to wait until open enrollment period in November/December of each year or have a qualifying life event occur.

Dental Insurance – Available through Delta Dental – full premium cost paid by employee.

A. Enrollment must occur within the first 60 days of employment otherwise will need to wait until open enrollment period in November/December of each year of have a qualifying life event occur.
B. Eligible for coverage the first day of the month following receipt of enrollment forms.

Life Insurance –

A. Plan Administrator - UNUM Life Insurance
B. Value of one time the employee's annual salary rounded to the next multiple of $1000 with premiums paid in full by LCOOCC. Benefit for age 65 to 69 is 65% and age 70 is 50%.
C. Eligible the first of the month following date of hire.

Retirement Plan –

A. Plan Administrator - TIAA/CREF
B. Not a mandatory participation plan.
C. Eligible for participation after 90 days of employment.
D. If employee decides to participate and contribute 1% of gross primary position salary into the plan LCOOCC contributes a "match" in the amount of 4% of the employee's gross primary position salary.

Annual Vacation Provided –

A. Current accrual rates for 52 week employees are shown below.
B. Faculty does not accrue vacation time in accordance with information in the faculty handbook.
C. Employees are eligible to take vacation time after completion of 90 days of employment.

Completed Years of Service	8 Hour Days of Annual Leave
0 to 3	12 days
4 to 10	15 days
11+	18 days

Sick Time –

A. Accrues at a rate of one 8-hour day per month.
B. Employees can use accrued sick time after 30 days of employment.

Holiday Time –

A. Nineteen paid holidays per year.