Benefits Summary 2019-2020

These are some of the benefits SLCC offers to current full-time employees.

Regence BlueCross/BlueShield of Utah --Rates by Per Pay Period--Employee selects one medical plan for the fiscal year

<table>
<thead>
<tr>
<th>Medical -Traditional</th>
<th>Medical -High Deductible</th>
<th>Dental</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employer Paid</td>
<td>Focal Value Participating</td>
<td>Employer Paid</td>
</tr>
<tr>
<td>Employee :</td>
<td>Focal Care (PVC) (PAR)</td>
<td>One Plan</td>
</tr>
<tr>
<td>$284.33</td>
<td>$7.50 $32.00 $63.00</td>
<td>$15.85</td>
</tr>
<tr>
<td>Employee +1:</td>
<td>$17.00 $71.00 $138.00</td>
<td>$28.12</td>
</tr>
<tr>
<td>Employee +2:</td>
<td>$23.50 $97.00 $192.00</td>
<td>$50.42</td>
</tr>
</tbody>
</table>

RETIREMENT:
TIAA/CREF and/or Fidelity (Faculty, Staff)
- Immediate vesting
- The College contributes 14.2% of earnings
Utah Retirement System (Prior Service only)
- Vested after 4 years of service
- Pension Benefit premium paid by college
  (If hybrid tier 2 or tier 1)
Supplemental Retirement Accounts
The College offers a 401k, 403b and 457b supplemental retirement plans. All deductions are made on pre-tax basis.

VACATION:
Non-Exempt staff accrues 4 hours per pay period, rate increases every 3 years with a maximum of 7.33 hours per pay period
Exempt staff accrues 5 hours per pay period, rate increases every 3 years with a maximum of 7.33 hours per pay period
Administrative Staff accrues 8 hours per pay period.

HOLIDAYS:
The College has an average of 12 paid holidays per year.

SICK LEAVE:
All full-time employees accrue 4 hours per pay period. There is no limit to the number of days that can be accrued.

HEALTH SAVINGS ACCOUNT:
A tax-advantaged medical savings account available to those who are enrolled in a high-deductible health plan.

FLEXIBLE SPENDING ACCOUNT (Section 125)
Pre-tax deductions for qualified dependent care and medical expenses for Traditional Medical Insurance.

LIFE INSURANCE:
A. Employee twice annual salary - College Paid
B. Supplemental Life Insurance – Employee Paid
C. Dependents – Employee Paid

LONG TERM DISABILITY:
Qualified employee receives 66% of salary after a five month waiting period, the premium is paid by the College.

VISION INSURANCE:
College paid for employee and their qualified dependents

TUITION WAIVER:
All full-time employees and their qualifying dependents are eligible as of their first day of work. Resident tuition and students fees are waived for employees and are limited to 10 credits hours per semester. Resident tuition is waived for dependents, all other fees still apply.

EMPLOYEE ASSISTANCE PROGRAM:
Employee and dependents receive up to four free visits per issue to help with counseling, stress, problem solving, financial matters, legal issues, etc.

ON-CAMPUS EMPLOYEE SERVICES:
Automotive
Bookstore
Copy Center
Credit Union
Grand Theatre

Please Note: These benefits are available for fiscal year, July 1, 2019-June 30, 2020. Coverage is subject to change in subsequent years. This is for informational purposes only and does not change SLCC policies and procedures.

SLCC Human Resources Department can be contacted via email at: HR@slcc.edu or by phone: 801-957-4210
Link to SLCC Benefit webpage: http://i.slcc.edu/hr/benefits/index.aspx