



# Benefits Summary 2021-2022

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

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[bit.ly/ftbenefits](https://bit.ly/ftbenefits)

## HEALTH

### Medical/Dental/Vision (Employer Paid Benefits)

SLCC offers a competitive benefits package that includes medical, dental and vision. Coverage begins on the first or 16th of the month, following the employee hire date. The Traditional Medical Plan and High Deductible Health Plan offer a choice of three provider networks. Employee premiums range from \$0 to \$192 per pay period:

Traditional Plan			
Coverage	Focal Point	Value Care	Participating
Single	\$ 7.50	\$ 32.00	\$ 63.00
Two-party	\$ 17.00	\$ 71.00	\$ 138.00
Family	\$ 23.50	\$ 97.00	\$ 192.00

High Deductible Health Plan			
Coverage	Focal Point	Value Care	Participating
Single	\$ 0.00	\$ 14.00	\$ 43.25
Two-party	\$ 0.00	\$ 32.00	\$ 93.25
Family	\$ 0.00	\$ 43.00	\$ 134.50

Dental Insurance		Vision Insurance	
Single	\$ 2.25	Single	\$ 0.00
Two-party	\$ 3.75	Two-party	\$ 0.00
Family	\$ 5.95	Family	\$ 0.00

### Health Savings Account (HSA)

SLCC deposits funds into an HSA every July for eligible enrolled participants. Amounts will be pro-rated for new hires throughout the year. The current amounts are \$1,200/single or \$1,600/family. Funding for this benefit is reviewed annually.

### Flexible Spending Account (FSA)

Employees have the option of depositing pre-tax funds into an FSA to pay for qualified out-of-pocket dependent care and medical expenses.

### Employee Assistance Program (EAP)

Employees and dependents may receive up to four free counseling sessions per issue related to parenting, relationships, anxiety and work stress. Services are also available for financial matters, identity theft, legal issues, mediation, etc.

### Life & Long-Term Disability Insurance

SLCC provides employer-paid Life & Long-Term Disability Insurance for employees. Additional voluntary coverage is available.

## WELL BEING

### Retirement

Effective upon hire, SLCC contributes 14.2% of an employee's earnings into a retirement account with TIAA and/or Fidelity Investments. Contributions are vested immediately. New employees with prior Utah Retirement System (URS) service are eligible to continue in that system.

### Supplemental Retirement

SLCC offers payroll deduction on a pre-tax basis to 401(k), 403(b) and 457(b) accounts.

### Wellness

SLCC provides an Employee Wellness Benefit (EWB) to empower full-time employees to live healthy, thriving lives through quality, evidence-based health education programs. Up to \$600 in incentives are available to employees who participate in qualifying wellness activities. With supervisor approval, full-time employees are allowed up to 3 hours per week to participate in EWB programs.

### Leave

SLCC employees may take unpaid, job-protected leave for up to 12 weeks due to medical issues for themselves or a family member. Employee must work at the college for 12 months (minimum of 1,250 hours) to be eligible to apply.

**Holidays:** SLCC has an average of 12 paid holidays per year.

**Vacation:** Non-exempt staff accrue 4 hours of vacation per pay period. Accruals increase every 3 years with a maximum of 7.33 hours per pay period. Exempt staff accrue 7.33 hours per pay period. Administrative staff accrue 8 hours per pay period.

**Sick:** All full-time employees accrue 4 hours of sick time per pay period.

### Free UTA Transit Pass

All employees can use their OneCard as a pass to travel on UTA buses, TRAX and FrontRunner.

## LEARNING

### SLCC Tuition Waiver

All full-time employees and their qualifying dependents are eligible for a tuition waiver effective on their first day of work. Resident tuition and student fees are waived for employees up to 12 credit hours per semester. Resident tuition is waived for dependents; all other fees still apply.

### Educational Reimbursement

After one year of full-time service, full-time employees are eligible to receive up to \$2,000 reimbursement per fiscal year for completion of coursework toward a job-related college degree. Employees must continue working for SLCC for at least one year after the completion of their program.