

OTHER EMPLOYEE BENEFITS

Legal Authority: NCGS 115D-22; NCGS 115D-23; NCGS 115D-25; NCGS 115D-25.1; NCGS 115D-25.2; NCGS 115D-25.4; 23 NCAC 2C .0210; 1C SBCCC 100.1

Approval: April 19, 2011

Revision: October 24, 2017

OTHER EMPLOYEE BENEFITS

North Carolina State Health Plan for Teachers and State Employees

A comprehensive comparison of plan benefits and costs for all State Health Plan benefits shall be made available to employees by the College’s Human Resource department.

Participation in the selected plan is provided to all full-time regular employees on a partially contributory basis. Part-time regular employees working twenty (20) or more hours per week may elect coverage under one of the plans on a fully contributory basis. Full-time temporary employees and part-time temporary employees may be offered coverage on a partially contributory basis under the High Deductible Health Plan (HDHP).

Employee contributions to the State Health Plan for Teachers and States Employees are automatically deducted from the employee's monthly paycheck. Because the health benefits of the College are offered under a cafeteria plan approved by the Internal Revenue Service (IRS), these contributions can be paid with pre-tax dollars.

Teachers' and State Employees' Retirement System

Full-time regular employees are automatically enrolled in the Teachers' and State Employees' Retirement System, which also provides disability income protection and life insurance benefits. Both the College as employer and the employee contribute funds to the retirement system. The College’s contribution, made via the state of North Carolina, changes based on annual legislation. The employee's contribution is six (6) percent of gross pay.

The employee's contributions to the Teachers' and State Employees' Retirement System are automatically deducted from the employee's monthly paycheck. These contributions are paid with pre-tax dollars.

Supplemental Retirement Plans

Supplemental retirement plans are administered through the North Carolina Department of State Treasurer’s Office, including 401(k) defined contribution pension accounts, 457(b) deferred compensation retirement plans, and 403(b) retirement savings plans. These plans include pre-tax contributions, Roth after-tax contributions, and flexible withdrawal options.

Workers' Compensation Insurance

Worker's Compensation Insurance covers all employees. The Workers' Compensation Act requires that all accidents occurring during working hours and resulting in injury that would cause an employee to be absent from work or to receive medical treatment be reported to the employer. The College must report the accident to the North Carolina Industrial Commission.

The employee will be provided medical treatment, and, under certain conditions, receive workers' compensation weekly benefits for time lost from work.

Other Employee Benefits

The College maintains a cafeteria plan pursuant to Internal Revenue Code Section 125 for certain benefits including, but not limited to, accident insurance, medical spending accounts, and dependent care spending accounts. Other benefits such as dental, vision, cancer, critical care, a TriCare supplement, and life insurance policies are also available. These benefits are offered through a third party broker. The Board of Trustees authorizes the President of the College to approve the selection of such benefits and third party brokers.

[Return to Table of Contents](#)