**This is a listing of the fringe benefits available to eligible employees**

NORTHEAST COMMUNITY COLLEGE BASIC BENEFIT PLAN
2014 – 2015 YEAR

College policies and procedures are on the home page at [http://www.northeast.edu](http://www.northeast.edu). Hard copies are available in the library, human resources and in the offices of the president, vice presidents and deans.

1. **PARTICIPATION IN SOCIAL SECURITY IS IN ACCORDANCE WITH FEDERAL LAW**
   FICA taxes of 6.2% to a maximum taxable wage base of $113,700 and 1.45% MQFE (Medicare) on all earned income.


3. **RETIREMENT PLAN** (TIAA-CREF-403b) Mandatory with immediate and total vesture. Employees may contribute 6.50, 7.50 or 8.50% of salary with matching contribution by Northeast. TIAA-CREF supplemental retirement annuities are available through salary reduction. Although SRA’s are not matched, the contributions are tax sheltered.

4. **BLUE CROSS/BLUE SHIELD OF NEBRASKA HEALTH INSURANCE**

<table>
<thead>
<tr>
<th>BLUEPREFERRED PPO HEALTH COVERAGE</th>
<th>Employee</th>
<th>Employee &amp; Child(ren)</th>
<th>Employee &amp; Spouse</th>
<th>Employee, Spouse &amp; Children</th>
</tr>
</thead>
<tbody>
<tr>
<td>NECC Paid</td>
<td>NECC Paid</td>
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</tr>
<tr>
<td>$750 Deductible (Faculty)</td>
<td>$489.06</td>
<td>$904.78</td>
<td>$1027.04</td>
<td>$1379.05</td>
</tr>
<tr>
<td>Rates effective September 1, 2013</td>
<td></td>
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</tr>
<tr>
<td>$750 Deductible (12 month staff)</td>
<td>$514.80</td>
<td>$952.40</td>
<td>$1081.09</td>
<td>$1092.39</td>
</tr>
<tr>
<td>$1560 Deductible (12 month staff)</td>
<td>$434.35</td>
<td>$803.57</td>
<td>$912.15</td>
<td>$1092.39</td>
</tr>
<tr>
<td>Rates effective September 1, 2013</td>
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<tr>
<td>DENTAL COVERAGE PPO</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>80% A &amp; B with 50% C Coverage</td>
<td>$24.28</td>
<td>$20.62</td>
<td>$24.28</td>
<td>$24.28</td>
</tr>
</tbody>
</table>

5. **FLEXIBLE BENEFIT PLAN - SECTION 125** (Dana F. Cole & Company) Dollars for eligible medical and dependent care expenses can be tax sheltered through the flexible benefit plan.

6. **LIFE INSURANCE** (The Lincoln National Life Insurance Company) Term coverage is 1.75 x annual base salary (rounded up to nearest thousand) and premium paid by Northeast.

7. **TUITION REMISSION** Tuition is waived for employees and their immediate family members, as defined by the I.R.S. Dependent Guidelines, except for courses which do not qualify for state aid or local tax support. The employee is responsible for miscellaneous fees and the cost of books.

8. **VOLUNTARY SEPARATION PROGRAM** With a minimum of fifteen years of service and reaching age 55, eligible employees may apply for a stipend (up to 130% of election year base salary with twenty years of service) which is based on years of service and age at the time of retirement.

9. **DIRECT DEPOSIT OF PAYROLL CHECKS** Direct deposit is mandatory.

10. **EMPLOYEE ASSISTANCE PROGRAM** Provides free, confidential counseling for employees and eligible dependents through the Best Care Employee Assistance Program.
LEAVES

1. ANNUAL LEAVE
   
   **Classified Staff**
   a. 1-3 years - 1.25 days/10 hours per month of service or 15 working days/120 hours per year.
   b. 4-5 years - 1.5 days/12 hours per month of service or 18 working days/144 hours per year.
   c. After 5 years 1.75 days/14 hours per month of service or 21 working days/168 hours per year.
   d. Maximum accumulation on July 1 of any given year is 30 working days/240 hours.

   **Professional/Managerial**
   a. 1-3 years - 1.25 days/10 hours per month of service or 15 working days/120 hours per year.
   b. 4-5 years - 1.5 days/12 hours per month of service or 18 working days/144 hours per year.
   c. After 5 years 1.75 days/14 hours per month of service or 21 working days/168 hours per year.
   d. Maximum accumulation on July 1 of any given year is 35 working days/280 hours.

   **Administrative**
   a. 1-3 years - 1.25 days/10 hours per month of service or 15 working days/120 hours per year.
   b. 4-5 years - 1.5 days/12 hours per month of service or 18 working days/144 hours per year.
   c. After 5 years 1.75 days/14 hours per month of service or 21 working days/168 hours per year.
   d. Maximum accumulation on July 1 of any given year is 40 working days/320 hours.

   **President**
   a. 2.5 days/20 hours per month of service or 30 working days/240 hours per year.
   b. Maximum accumulation on July 1 of any given year is 45 working days/360 hours.

   **Faculty**
   1. 1-5 years - 1 personal day per contract year.
   2. After 5 years - 2 personal days per contract year.
      (1 personal day may be carried over to a subsequent contract year, with a maximum accumulation of
      3 personal days in one contract year.)

2. SICK LEAVE One day/eight hours per month of service. After first year, up to 90 calendar days
   leave per illness. (Faculty = 9 days; Extensions/Co-op: 0-20 days = 1 day extra, 21-40 days = 2 days extra,
   41-60 days = 3 days extra).

3. EMERGENCY LEAVE See Policy and Procedure #4161 for complete definition.

4. HOLIDAYS
   July 4 – Independence Day
   September 1 – Labor Day
   November 27 & 28 – Thanksgiving
   December 24-26 – Christmas
   December 29-31 – College closed
   January 1 & 2 – New Years
   April 3 & 6 – Spring Break
   May 25 – Memorial Day