

Policy 5060: Employee Benefit Opportunities

Original Date:

Status:

PURPOSE

The purpose of this policy is to describe the various employee benefits and perquisites that may be available to full and/or part-time employees based on any participation criteria associated with the applicable benefit or perquisite program. The CEO or appropriately designated representative may adjust the District's benefit and perquisite programs as necessary and determined to be in the best interest of the District.

SOCIAL SECURITY AND ARIZONA STATE RETIREMENT SYSTEM

All employees will participate in the Federal Social Security Program in accordance with the Federal Insurance Contributions Act (FICA) and the §218 Agreement modification on file with the Arizona Department of Administration – General Accounting Office.

ASRS membership is a mandatory condition of employment for all employees who meet the eligibility and membership criteria defined in statutes (A.R.S. §38-711(23), §38-727) and rules (Arizona Administrative Code Title 2, Chapter 8, Article 10).

INSURANCE – EMPLOYEES AND DEPENDENTS

The CEO or designated representative shall acquire appropriate employee and dependent group insurance coverage plan options on behalf of the District. Group insurance coverage may include medical, prescription, dental, vision, disability, life, and/or other health and wellness insurance coverage as deemed beneficial and/or practicable.

LEAVE POLICIES

Paid and unpaid leave opportunities are available per SCCPCCD Policy 5050 and the associated procedures.

ADDITIONAL PERQUISITES

The CEO or designated representative shall develop additional benefit or perquisite programs for employees as may be appropriate, beneficial, and/or practicable. These programs may include, but are not limited to tuition scholarships, tuition reimbursement, training opportunities, reimbursement for required certifications, discount programs, etc.

ADDITIONAL INSURANCE OPPORTUNITIES

- The District provides \$100,000 term life insurance for all active full-time employees. This coverage is mandatory for all full-time employees. The District provided life insurance benefit will terminate when active employment ends.
- Long-term disability insurance through Arizona State Retirement System (ASRS) is provided to eligible full-time employees by employer and employee contributions to the ASRS.
- Worker's Compensation and Unemployment Insurance are funded by the District and available to all employees.

RETIREE PARTICIPATION IN DISTRICT GROUP INSURANCE COVERAGE

Employees may participate in the District's group health, dental, and/or vision plans after retirement under the following conditions:

- The retiree qualifies for a retirement under the ASRS guidelines, and
- The retiree timely pays the full corresponding retiree monthly premium(s) for elected coverage.