



Fulton-Montgomery
Community College

FCA Employees Benefit Summary

Medical Insurance:

FCA will pay for 100% of the cost of insurance. Dependents may be covered under medical and dental policies as well. Staff that do not wish to obtain this coverage and can provide proof of alternative coverage are eligible for a waiver stipend of up to \$1,250 for single coverage or \$2,500 for family coverage.

Dental Insurance:

FCA will pay for 100% of the cost of the insurance.

Life Insurance:

FCA will pay 100% of the cost of a life insurance plan.

Paid Holidays:

Are per the College Calendar.

Vacation:

After six months of service employees will receive 5 days of vacation. After one year of service, employees earn Twenty (20) days of vacation, accrued at 1.667 days per month.

Sick Leave:

During the first year of service employees are eligible for up to six (6) days of sick leave accrued at .50 days per month. After one year of service, employees are eligible for fifteen (15) days of sick leave accumulated at one and one-half day (1.25) sick day for each month of service with a maximum accrual of two-hundred twenty (220) days.

Personal Leave:

Four (4) days of personal leave per year. This is prorated from date of hire.

Tuition Reimbursement:

Reimbursement will be limited to \$1,000 annually for each eligible employee.

Retirement Benefits:

FCA provides a SEP (Simple Employee Pension Plan) for all eligible employees who have at least one (1) year of service. FCA will contribute 8% of an employee salary to the SEP.

Day Care Services:

Staff may take advantage of competitively priced, on-Campus day care services provided by the YMCA. Access is limited based upon availability.

* This is summary only. The complete details and procedures applying to benefits are outlined in the FCA Personnel Handbook.