80% or above – 30 Hours Per Week Minimum
- Direct Deposit; paid monthly (if hired after 1st week of the month, pay will begin the following month)
- Annual/Sick Leave Accrual Rate: 6.0 for 80%; 6.16 for 82.1%
- Insurance Coverage:
  - Health Insurance
    - Blue Cross Blue Shield (Network S) PPO
    - Cigna (Open Access Plus Network) PPO
    - Each vendor will offer your choice of either a Standard PPO or a Partnership PPO
    - Coverage is effective the first of the month following date of hire
  - Basic Term Life Insurance – Minnesota Life
  - Dental Insurance: Delta Preferred, Assurant Prepaid
  - Optional Term Life Insurance – Minnesota Life
  - Special Optional Accident: Minnesota Life
  - Long Term Care Insurance: MedAmerica
  - Long Term Disability: Prudential
  - Vision Plan – VSP or EyeMed
  - AFLAC
    - Hospital Indemnity
    - Personal Sickness Indemnity
    - Accident Insurance
    - Critical Illness
    - Cancer Indemnity
- Retirement Plans
  - Tennessee Consolidated Retirement System (TCRS) Hybrid Plan (partial defined benefit plan/partial defined contribution plan)
    - Vesting is immediate on employee contributions; however, the portion of employer contributions that goes into the defined benefit plan (4%) is vested after 5 years of service.
    - Employer contribution rate of 9%
    - Employee contribution rate
      - Mandatory 5%
      - Optional additional 2%
    - Accumulated sick leave is applied toward retirement (20 days = 1 month of retirement credit)
- Deferred Compensation Program (Tax Deferred Annuities)
  - 401(k): $50 monthly state match
  - 457
  - 403(b)
- Workers Compensation Program
- Flexible Benefits Plan: Fringe Benefits Management Company
- Fee Waivers
  - Maintenance Fee Reimbursement Program (eligible after 6 months employment – temporarily suspended)
  - Spouse/Dependent Discount: prorated; must work minimum of 50% time
(Note: PC191 is for full-time staff only)
WSCC HUMAN RESOURCES DEPARTMENT
REGULAR PART-TIME SUPPORT STAFF
BENEFIT SUMMARY

67% – 25 Hours Per Week
• Direct Deposit; paid monthly (if hired after 1st week of the month, pay will begin the following month)
• Annual/Sick Leave Accrual Rate: 5.03
• Workers Compensation Program
• Retirement Plans
  – Tennessee Consolidated Retirement System (TCRS) Hybrid Plan (partial defined benefit plan/partial defined contribution plan)
    o Vesting is immediate on employee contributions; however, the portion of employer contributions that goes into the defined benefit plan (4%) is vested after 5 years of service.
    o Employer contribution rate of 9%
    o Employee contribution rate
      ▪ Mandatory 5%
      ▪ Optional additional 2%
    o Accumulated sick leave is applied toward retirement (20 days = 1 month of retirement credit)
• Deferred Compensation Program (Tax Deferred Annuities)
  – 401(k): $50 monthly state match
  – 457
  – 403(b)
• Fee Waivers
  – Maintenance Reimbursement Program: prorated; eligible after 6 months of employment
  – Spouse/Dependent Discount: prorated; must work minimum of 50% time
(Note: PC191 is for full-time staff only)
53.33%--20 Hours per Week

- Direct Deposit; paid monthly (if hired after 1st week of the month, pay will begin the following month)
- Annual/Sick Leave Accrual Rate: 4.0 hours per month
- Workers Compensation Program
- Retirement Plans
  - Tennessee Consolidated Retirement System (TCRS) Hybrid Plan (partial defined benefit plan/partial defined contribution plan)
    - Vesting is immediate on employee contributions; however, the portion of employer contributions that goes into the defined benefit plan (4%) is vested after 5 years of service.
    - Employer contribution rate of 9%
    - Employee contribution rate
      - Mandatory 5%
      - Optional additional 2%
    - Accumulated sick leave is applied toward retirement (20 days = 1 month of retirement credit)
- Deferred Compensation Program (Tax Deferred Annuities)
  - 401(k): $50 monthly state match
  - 457
  - 403(b)
- Fee Waivers
  - Spouse/Dependent Discount: prorated; must work minimum of 50% time (eligible after one year of service)
  (Note: PC191 is for full-time staff only)
WSCC HUMAN RESOURCES DEPARTMENT
REGULAR PART-TIME ADMIN/PROFESSIONAL STAFF
BENEFIT SUMMARY

53.33% - 20 Hours Per Week

- Direct Deposit; paid monthly (if hired after 1st week of the month, pay will begin the following month)
- Annual Leave Accrual Rate: 8.0 hrs per month
- Sick Leave Accrual Rate: 4.0 hrs per month
- Workers Compensation Program
- Retirement Plans
  - Tennessee Consolidated Retirement System (TCRS) Hybrid Plan (partial defined benefit plan/partial defined contribution plan)
    o Vesting is immediate on employee contributions; however, the portion of employer contributions that goes into the defined benefit plan (4%) is vested after 5 years of service.
    o Employer contribution rate of 9%
    o Employee contribution rate
      ▪ Mandatory 5%
      ▪ Optional additional 2%
    o Accumulated sick leave is applied toward retirement (20 days = 1 month of retirement credit)
  - Optional Retirement Program (ORP)
    o Plans: VALIC, ING, TIAA/CREF
    o Vesting is immediate on both employer and employee contributions
    o Employer contribution rate of 9%
    o Employee contribution rate
      ▪ Mandatory 5%
      ▪ Optional additional 2%
- Deferred Compensation program (Tax Deferred Annuities)
  - 401(k): $50 monthly state match
  - 457
  - 403(b)