



TOTAL REWARDS SUMMARY  
**STAFF (GRANT)**

*There are plenty of places to find employment, but at Valencia, you'll find fulfillment. Valencia College is committed to providing employees with a competitive and comprehensive total rewards package. Your total rewards include significantly more than just your base pay. Our total rewards program offers a wide-ranging combination of pay, benefits, professional development, and work/life balance in a meaningful, collaborative work environment.*

**MEDICAL AND DENTAL INSURANCE FOR EMPLOYEES PAID BY THE COLLEGE**

Valencia pays 100% of premium costs for employees' medical and dental coverages. Dependent coverage, which includes domestic partners, is also available for both plans through an additional premium deduction.

**SUPPLEMENTAL BENEFITS OPTIONS**

In addition to medical and dental insurance, Valencia offers many other supplemental benefits options: vision insurance, flexible spending accounts for medical and dependent care expenses, supplemental group term life insurance for dependents, short term disability, long term disability, and supplemental cancer and intensive care insurance. You can also enroll in auto, homeowners, and/or rental insurance at group rates.

**\$25,000 TERM LIFE INSURANCE PAID BY THE COLLEGE**

Valencia pays 100% of premium costs for employees' base life insurance. Supplemental insurance is also available at group rates for an additional cost to the employee. Newly eligible employees can purchase up to 2 times your annual salary guaranteed, or up to 5 times your annual salary with evidence of insurability, not to exceed a maximum of \$500,000.

**WORK/LIFE BALANCE WITH GENEROUS PAID TIME OFF**

- **Vacation Leave is earned at the rate of 12 to 18 days per year** depending upon length of service at the college
- **Sick Leave is earned at the rate of one (1) day per month** – unlimited accrual
- **Four (4) Personal Days per fiscal year** – deducted from sick leave accrual
- **Holidays** – Winter break, Spring break, Martin Luther King Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and the day before and the day after Thanksgiving
- **Half-day Fridays during the designated summer work schedule**
- **Eligibility for sick leave pool membership** – after twelve (12) months of consecutive employment and an accumulated sick leave accrual of ten days (80 hours)

**MEMBERSHIP IN THE FLORIDA RETIREMENT SYSTEM (FRS) OR THE FICA ALTERNATIVE TO SOCIAL SECURITY PLAN**

If a temporary grant position is expected to continue for six months or longer, the employee is required to participate in the FRS with the same retirement options as employees who are assigned to regularly established college funded positions. If a grant position is expected to be less than six months, the employee is enrolled in the College's FICA Alternative to Social Security Plan. These employees will then be converted to participation in the FRS if the grant position extends to six months or longer.

- **Florida Retirement System (FRS):** Both the college and the employee contribute toward retirement in FRS upon employment with Valencia. Currently, the employee contribution is 3% and the employer contribution varies depending on fiscal year legislation. You also have the opportunity to participate in either the FRS Pension Plan or Investment Plan. The vesting requirement is 6 or 8 years for the Pension Plan (dependent upon initial date of enrollment into the FRS) or one year for the Investment Plan.

Employees who elect the FRS Investment Plan have a total contribution of 6.3% deposited to their investment account—of which 3% is employee contribution and 3.3% is employer contribution.

- **FICA Alternative to Social Security:** (Grant positions less than six months) Members are automatically enrolled in the 401(a) FICA Alternative Plan where 7.5 percent of gross earnings will be placed in a tax-sheltered annuity, in lieu of the current 6.2 percent Social Security contribution, for employees who would not otherwise be eligible for defined retirement plans. Valencia's FICA Alternative Plan is currently administered by AIG Retirement Services (formerly VALIC), with flexibility in investment fund options available.

*This summary is intended as an overview and is subject to revision. Full details are contained in the applicable summary plan details and Valencia College policies and procedures.*



## TOTAL REWARDS SUMMARY

# STAFF (GRANT)

### ADDITIONAL RETIREMENT SAVINGS OPPORTUNITIES

Valencia has partnered with AIG Retirement Services (formerly VALIC) to administer and provide the best benefit programs for Valencia employees. Through our partnership with AIG, employees have access to a variety of services to help plan, save and invest for retirement. Build your retirement portfolio by investing in the 457(b) or 403(b) voluntary plans. Plans offer immediate vesting and are portable, which means they can be rolled into investment options. You can choose pre-tax and/or post-tax contributions.

### YMCA OF CENTRAL FLORIDA MEMBERSHIP BENEFIT

Valencia will subsidize 20% of every employee or household membership with the YMCA, including existing memberships. Joiner's fees are also waived. As a YMCA member, you will receive additional discounts on many programs, including summer camp, youth sports, swim lessons, and others.

### WORK/LIFE BALANCE RESOURCES

The Employee Assistance Program provides assistance to employees and their families to resolve personal challenges, including family, life, work-related, legal or financial issues. ID theft/fraud resolution services are also included.

### EDUCATIONAL AND PROFESSIONAL DEVELOPMENT OPPORTUNITIES

- **Employee Development Funds:** (Dependent on duration of grant) After six continuous months of full time employment, employees receive funds of up to \$1,100 per fiscal year for tuition of the employee at Valencia College or other U.S. regionally-accredited institutions and/or professional conference registration fees. As an alternative to the \$1,100, employees enrolled in degree seeking or technical certificate courses at Valencia College will be given tuition for up to 18 credits per fiscal year.
- **Valencia EDGE:** Designed to help with Employee Development, Growth and Engagement, this online portal offers access to in-person workshops that are held on Valencia campuses, as well as hundreds of online classes.
- **Educational Recognition Award:** A one-time, lump sum payment will be awarded to full-time, non-instructional employees of the college, who have been employed at the college for a minimum of six months, that is conferred after six months of full-time employment, and who have earned a degree from a regionally accredited institution, provided the academic degree was not a required qualification of the position as advertised by the college and at the time the employee was hired.

### SPOUSE/DOMESTIC PARTNER AND DEPENDENT TUITION BENEFITS

(Dependent on duration of grant) The employee's spouse/domestic partner, and/or dependents age 23 or under are eligible to receive paid tuition for up to six credit hours per term at Valencia after six continuous months of full time employment.

### FREE LYNX BUS TRANSPORTATION

Interested in ridesharing or sustainable transportation? Valencia has partnered with LYNX Transportation to offer free bus transportation for all Valencia faculty, staff and students.

### DISCOUNTS ON VALENCIA ARTS AND ENTERTAINMENT EVENTS

Through Valencia's Arts and Entertainment program, employees have the chance to attend award-winning plays, dance presentations and theater performances – all for a discounted price and often for free.

### ACCESS TO CAMPUS LIBRARY SERVICES

Valencia employees have full access to all library and database services on campus. The library is your resource for research, personal enrichment or leisure reading.

### ACCESS TO VALENCIA'S DENTAL HYGIENE CLINIC

Valencia's fully accredited dental hygiene program provides preventive dental hygiene services to faculty, staff, students and the general public – often for less than an insurance copay.

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