



TOTAL REWARDS SUMMARY  
**PART-TIME STAFF &  
PART-TIME INSTRUCTORS  
TEACHING NON-CREDIT PROGRAMS**

*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.*

**FICA ALTERNATIVE TO SOCIAL SECURITY**

Part-time staff 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 (VALIC), with flexibility in investment fund options available.

**RETIREMENT SAVINGS OPTIONS**

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, you have access to a variety of services to help you plan, save and invest for your retirement. Start building your retirement portfolio today 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.

**EDUCATION AND PROFESSIONAL DEVELOPMENT**

**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.

**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.

*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.*