

## BENEFITS FOR FULL-TIME EMPLOYEES:

Northwest Arkansas Community College offers a competitive, comprehensive benefits package which includes the following:

**Medical Insurance** through Arkansas Blue Cross Blue Shield. Prescription Drug Coverage is included with the medical insurance.

	<b>Comp Major Medical</b>	<b>PPO</b>
<b>Deductible</b>	\$500	\$500
<b>Co-Insurance</b>	80/20	90/10 (70/30)
<b>Coverage</b>	4 tier option	4 tier option
<b>Prescription Coverage</b>	\$10 copay-Generic \$30 copay-Preferred \$50 copay-Non-Preferred	\$10 copay-Generic \$30 copay-Preferred \$50 copay-Non-Preferred

**Dental Insurance** through Delta Dental Insurance Company. NWACC pays 100% of employee's premium. Coverage is a 4 tier option at employee's expense.

**Long Term Disability**-provided by NWACC. Coverage is 60% of monthly income up to \$5,000.

**Life Insurance**-A \$20,000 Life insurance policy is provided for the employee only, paid by NWACC. Additional life insurance may be purchased at the employee's expense with additional dependent coverage available as an option.

**Flexible Spending Plan-Section 125**-Employee paid (optional). Eligible premiums may be pre-taxed.

- Dependent care
- Health Care

**Voluntary Products**-Cancer, Short Term Disability, Critical Care, Accident Plan. Policies may be purchased at the employee's expense and may be pre-taxed.

**Fitness Center**-Offers the use of its fitness center at no charge to employee only.

**Retirement**-NWACC offers several different retirement plans. Different variables affect which plan will be offered to the employee. The retirement plans currently in effect are:

- Arkansas Teacher's Retirement
- TIAA-CREF
- Arkansas Public Employee Retirement

**Holiday Pay**-11 paid holidays per calendar year

**Sick Leave**-1 day per month

**Vacation Leave**-NWACC offers a generous vacation package to its employees. The amount of vacation time differs depending upon whether the employee is administrative, faculty, or staff

**TUITION WAIVER**-(Full Time Employees)

- 12 credit hours per Fall, Spring and Summer session per family

**Sam's Club**-\$10 discount on Sam's Club Membership