

# BENEFITS AT A GLANCE

for full-time faculty and  
full- and part-time regular staff

Metropolitan Community College employee benefit plans constitute a significant component of total compensation and overall employee satisfaction. MCC offers a wide array of benefits to full-time faculty and full- and part-time regular staff. Eligibility for certain benefits varies based on position. Insurance benefits apply only to full-time positions. Visit [mccneb.edu/HR](http://mccneb.edu/HR) for specific details about MCC employee benefit plans.



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[mccneb.edu/HR](http://mccneb.edu/HR)



## HEALTH COVERAGE

MCC offers full-time faculty and staff as well as their eligible dependents comprehensive health coverage through the Educators Health Alliance Blue Cross/Blue Shield PPO health plan. The plan offers coverage for inpatient and outpatient hospitalization, prescription drugs and many other benefits. Coverage is effective the first of the month following the beginning date of employment. MCC pays a substantial amount of the premium cost.



## DENTAL COVERAGE

MCC offers full-time faculty and staff as well as their eligible dependents dental coverage through the Educators Health Alliance Blue Cross/Blue Shield PPO dental plan for preventive, basic and major restorative dental expenses. Coverage is effective the first of the month following the beginning date of employment.



## VISION COVERAGE

MCC offers full-time faculty and staff as well as their eligible dependents vision coverage through the VSP network. This includes copays and allowances for annual exams, frames and lenses. Coverage is effective the first of the month following the beginning date of employment.



## FLEXIBLE SPENDING ACCOUNTS

MCC offers full-time faculty and full- and part-time regular staff medical and dependent care flexible spending accounts allowing the opportunity to pay for qualified out-of-pocket health care expenses and work-related daycare expenses with tax-free dollars.



## GROUP TERM LIFE COVERAGE

MCC contributes the entire cost of basic group term life and accidental death/dismemberment insurance for full-time faculty and staff equal to one times the employee's annual salary, rounded to the next highest thousand, up to a maximum of \$100,000. Full-time faculty and staff may also purchase additional group term life insurance for themselves and their eligible dependents. Coverage is effective the first of the month following 30 calendar days of employment.



## RETIREMENT PLAN

MCC offers full-time faculty and staff before-tax and Roth after-tax savings with employee contributions matched up to 8.5% of base earnings. Employees direct their contributions to TIAA or Fidelity Investments and select from a diverse array of investment options. Full- and part-time employees may also make voluntary, tax-deferred or Roth after-tax, non-matched contributions within IRS limits. Investment accounts are individually owned by the employee, and all contributions are fully and immediately vested.



### **LONG-TERM DISABILITY COVERAGE**

Full-time faculty and staff may be entitled to long-term disability benefits when an injury or illness results in continuous disability. LTD coverage is effective the first day of the month following 30 days of continuous employment.



### **PAID SICK AND VACATION LEAVE**

MCC offers paid sick leave and vacation to help employees balance work and family life. Eligibility for paid sick and vacation days are based upon position. Refer to [mccneb.edu/HR](http://mccneb.edu/HR) for specific details of leave plans applicable to full-time faculty or full- and part-time regular staff positions.



### **HOLIDAYS**

MCC observes Martin Luther King Jr. Day, Memorial Day, Juneteenth, Independence Day, Labor Day and two days at Thanksgiving, in addition to an extended holiday break Christmas Day through New Year's Day. The number of approved College holidays and actual date(s) each holiday is observed varies each year based on the College's calendar.



### **EDUCATIONAL BENEFITS**

MCC pays the tuition for eligible full-time faculty and full- and part-time regular employees enrolled in undergraduate or graduate coursework offered by the University of Nebraska Omaha through the College Advancement Program. The College also provides educational assistance to eligible employees enrolled in postsecondary courses at other institutions.



### **MCC TUITION WAIVER**

Full-time faculty and full- and part-time regular staff as well as their eligible dependents may attend many MCC credit and most noncredit courses tuition-free on a space-available basis, provided a tuition-paying student is not prevented from enrolling.



### **EMPLOYEE ASSISTANCE PROGRAM**

MCC provides full-time faculty and full- and part-time regular staff as well as their eligible dependents an Employee Assistance Program that offers confidential, free, short-term counseling and referral services.



### **EHA WELLNESS**

MCC is excited to partner with EHA Wellness to offer opportunities for full-time faculty, staff and spouses to get involved, win prizes and improve their health. EHA Wellness offers wellness challenges, personal health assessments and more.

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Metropolitan Community College affirms a policy of equal education, employment opportunities and nondiscrimination in providing services to the public. We are committed to ensuring our websites and facilities are accessible and usable to everyone. To read our full policy statement, visit [mccneb.edu/Nondiscrimination](http://mccneb.edu/Nondiscrimination).

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