

MAINE COMMUNITY COLLEGE SYSTEM
Summary of Benefits for
Confidential Employees (Non-Exempt/Hourly)

RETIREMENT:	Employee is required to choose between two retirement options, paid for by the MCCS: the Maine Public Employees Retirement System (MainePERS) or the Teachers Insurance & Annuity Association College Retirement Equities Fund (TIAA-CREF). Mandatory membership in lieu of Social Security.														
HEALTH INSURANCE:	Full cost of employee coverage in the State of Maine health insurance plan paid by the MCCS, 60% of cost of family plan paid by MCCS, the remainder paid by employee.														
DENTAL INSURANCE:	Full cost of employee coverage in the State of Maine dental plan paid by the MCCS; family plan available on employee contributing basis.														
LIFE INSURANCE:	Group term life insurance equal to the employee's annual salary paid by the MCCS for the employee. Supplemental and dependent coverage may be purchased by employee.														
VACATION:	Accrued on a monthly basis, beginning at 1 1/4 days per month. Increases at five, ten and fifteen years of service.														
PERSONAL LEAVE:	Two (2) personal days provided at the beginning of each fiscal year.														
SICK LEAVE:	One (1) day of sick leave per month.														
HOLIDAY LEAVE:	The MCCS provides twelve (12) paid holidays as follows: <table><tr><td>New Years Day</td><td>Labor Day</td></tr><tr><td>Martin Luther King Day</td><td>Columbus Day</td></tr><tr><td>Washington's Birthday</td><td>Veteran's Day</td></tr><tr><td>Patriot's Day</td><td>Thanksgiving Day</td></tr><tr><td>Memorial Day</td><td>Friday following</td></tr><tr><td>Independence Day</td><td>Thanksgiving Day</td></tr><tr><td></td><td>Christmas</td></tr></table>	New Years Day	Labor Day	Martin Luther King Day	Columbus Day	Washington's Birthday	Veteran's Day	Patriot's Day	Thanksgiving Day	Memorial Day	Friday following	Independence Day	Thanksgiving Day		Christmas
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SECTION 125 PLAN:	Pre-tax Health and Dental premium; Health Care and Dependent Care Flexible Spending Accounts.														
SEVERANCE:	<table><tr><td>0 – 3 years</td><td>0 months salary</td></tr><tr><td>4 – 6 years</td><td>3 months salary</td></tr><tr><td>7 – 10 years</td><td>4 months salary</td></tr><tr><td>11 or more years</td><td>6 months salary</td></tr></table>	0 – 3 years	0 months salary	4 – 6 years	3 months salary	7 – 10 years	4 months salary	11 or more years	6 months salary						
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DEFERRED COMPENSATION PLAN:	Available through payroll deduction.														

THIS IS A SUMMARY OF THE BENEFITS AFFORDED A NON-EXEMPT (HOURLY) CONFIDENTIAL. PLEASE CONSULT POLICY 404 FOR FURTHER INFORMATION AND CLARIFICATION.