

The purpose of this document is to give prospective Laramie County Community College employees a summary of available benefits.

Details regarding prov212.0n3.



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HEALTH SAVINGS ACCOUNT (HSA)

An employee is eligible to contribute to an HSA if he/she:

1. Selects the “high deductible health plan” (HDHP: \$1,600/3,200 deductible)
2. is not covered by another HSA plan
3. is not enrolled in Medicare
4. cannot be claimed as a dependent on someone else’s tax return.

If the HDHP is selected, the employee must pay the full price for prescriptions and that amount is applied toward the \$1,600/3,200 deductible for in-network providers. After the deductible is met, prescriptions are covered at 80% for in-network providers.

PRESCRIPTIONS

Your benefit plan provides you with prescription drug coverage that is administered by CVS Caremark.
Caremark.com

DENTAL INSURANCE – DELTA DENTAL

Preventive dental insurance is required for anyone who participates in group health. The preventive dental pays 100% for dental cleaning, once every five months (not more than two per calendar year), bitewing x-rays once every twelve months, full mouth x-rays once every 24 months, and one emergency exam in a calendar year. The State also offers an optional dental p (te)TJ0 Tc-2 (i)-2 (ona)4 (l)-2 (de)4 (nt)-2 hs

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RETIREMENT

LCCC currently contributes 14.62% of your gross monthly income, while the employee contributes 4.00%, to a retirement account of the employee's choice, either Wyoming Retirement System or Teachers Insurance and Annuity Association (TIAA). Retirement choice is permanent and cannot be changed during open enrollment.

TAX SHELTERS, DEFERRED COMPENSATION, SRA'S

The College offers a variety of tax shelters, including supplemental retirement annuity through TIAA (403b) and deferred compensation options under Wyoming Retirement System (457b). These deductions can be set up at any time throughout the year; minimum monthly contribution is \$20.

EDUCATIONAL BENEFITS

LCCC Tuition Benefit: Benefited employees, their spouse and their dependent children may take credit courses at LCCC for \$10 per credit hour.

University of Wyoming Benefit: Benefited employees may have their tuition waived for the first class, up to six credit hours, taken in any semester at University of Wyoming.

Tuition Reimbursement:

Paid Holidays : The President designates 17 holidays in a fiscal year. Generally, the paid holidays are:

- Equality Day
- President's Day
- One day during Spring Break
- Memorial Day
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