

## Annual Employee Compensation Reports As of December 31, 2008

### To: Faculty on 164, 164B, 196, or 228-day Contracts

The HR Office is pleased to provide you with a report of your compensation for calendar year 2008 and this explanation document. Please contact us if you have questions:

- Britt Kintner, Manager Employee Benefits , 407-708-2341
- Brenda Thacker, Manager HR Records and Reporting, 407-708-2415
- Kendra Kokoska, Associate Director HR Support Services, 407-708-2097

### Feedback

Please help us to continually improve our level of service by providing us with feedback. You can remain anonymous and send comments and suggestions to us by connecting to the HR web site page “How are we doing?” [http://www.scc-fl.edu/hr/contact\\_form.php](http://www.scc-fl.edu/hr/contact_form.php) . We appreciate your comments and suggestions. Thank you!!

### Pay Rate

Your annual pay rate is as of December 31, 2008. The Critical Supplement amount is included in the annual pay rate for faculty who receive this supplement. All other salary supplements are not included in the annual pay rate.

Hourly pay rate – Your hourly pay rate is determined by using your annual pay rate dividing by the number of days in your contract and then dividing by 7.5 hours per day. The chart below indicates the number of days used in the calculation, depending upon your pay group. Your pay group, as of December 31, 2008, is shown in the upper right corner of your report. An example of a calculation: Annual pay rate of \$43,168 divided by 196 days divided by 7.5 hours per day equals a \$29.37 hourly rate.

Your Pay Group	Days For Calculation
164-day Faculty	164
164B-day Faculty	196
196-day Faculty	196
228-day Faculty	228

\*\* See note below

\*\* 164B-day faculty work the equivalent load of 196-day faculty (but work this load in 164 days). 164B-day faculty have the equivalent annual pay rates as 196-day faculty and the equivalent hourly pay rates are used in these reports for determining the value of leave and holidays.

### Other Compensation in 2008

The Other Compensation section indicates amounts you earned, if any, in calendar year 2008 for supplements, overloads, etc. These amounts are in addition to your annual pay rate.

#### Description on Reports

Academic Supplement	Bonus Payment
Administrative Supplement	Overload Pay
Performance Supplement	Paid Sick Leave (Accum) – This is accumulated sick leave pay

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### Employer-Paid Benefits in 2008

This section indicates your College-paid benefits for calendar year 2008.

#### Health Plans

For information regarding the College health plans, please use these links:

HR web site for health plans:

<http://www.scc-fl.edu/hr/benefits/healthcare2008.htm>

Blue Cross Blue Shield web site:

<http://www.bcbsfl.com/>

If there is more than one health plan appearing on your report, it is because there was a change in your health plan that processed on a payroll during calendar year 2008. Employees may change their health insurance plan during the year subject to family status change rules or during the fall annual open enrollment period. Changes to your health plan made during the fall annual open enrollment period processed on the December 2008 payroll for a January 2009 effective date.

#### Descriptions on Reports

- Plan A Blue Options PPO** – Plan A is a Preferred Provider Organization or (PPO) plan. Plan A allows you to select health care providers from within or outside of the provider network.
- Plan B Blue Care HMO** – Plan B is a Managed Care Plan in which you select a primary care physician at the time of enrollment and coordinate all health care through this physician, or benefits may not be paid.
- Plan C Alternative** – This plan is designed as an alternative for employees with other adequate health insurance. Plan C is a hospital indemnity plan with dental (Florida Combined Life dental plan) and vision coverage for employees. It is not an “authorized group health insurance plan” as defined by Medicare, and it was not designed to replace plans A, B or D. There is no dependent medical coverage available for Plan C.
- Plan D HRA** (Health Reimbursement Arrangement) – This is a high-deductible plan that includes an HRA account partially funded by the College for 2008. Plan D has the same PPO Network as Plan A.

#### Dental Plans

For information regarding the College dental plan, please use these links:

HR web site

<http://www.scc-fl.edu/hr/benefits/dental.htm>

Dental Insurance web sites

United Concordia <http://www.ucci.com/was/uccweb/home.jsp>

Florida Combined Life – BlueDental Choice (PPO) Option for Plan C Participants ONLY

<http://www.bcbsfl.com/index.cfm?fuseaction=Dental.BlueDentalChoiceGroup>

#### Descriptions on Reports

- Dental Plan United Concordia Dental Plan** – The United Concordia Dental Plan is a Dental Preferred Provider Organization or Dental PPO Plan. This Plan allows you to select dental care providers from within or outside of the dental provider network.
- Dental Plan C FCL & United Concordia Dental Plan** – Plan C Alternative participants - you are covered in the FCL dental plan. You are not covered in the United Concordia dental plan, unless you’ve elected to cover dependents in the United Concordia dental plan. Employees in Plan C with dependent coverage for dental are covered by both dental plans. If Dental Plan C is shown on your Annual Compensation Report, it is because you are enrolled in the Plan C Alternative Plan (described in the health section of this document), which covers you with dental insurance through the FCL

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BlueDental Choice (PPO) dental plan. You are also covered in the new United Concordia dental plan. You are covered in the United Concordia dental plan because you've elected to enroll dependents in the United Concordia dental plan.

### Basic Term Life Insurance and Accidental Death and Dismemberment Insurance

For information regarding the College life insurance plan, please use this link which is on the HR web site: [http://www.scc-fl.edu/hr/benefits/open\\_enrollment-emp.htm](http://www.scc-fl.edu/hr/benefits/open_enrollment-emp.htm) - and then select Life Insurance Plan Information.

Effective January 1, 2008, this College-paid term life insurance is through The Standard Life Insurance Company. The value of your College-paid life insurance depends upon your annual pay rate (rounded to the next highest \$1,000) and your age. (The value of your College-paid life insurance appeared on your Open Enrollment Benefits Confirmation Statement.)

An example of a life insurance plan description is Basic Life 100% & AD&D. This means that the College-paid term life insurance coverage and accidental death and dismemberment coverage is for 100% of the employee's annual pay rate rounded to the next highest \$1,000. For example, an annual pay rate of \$43,234, rounds up to \$44,000. When employees reach age 65, 70, and 75, the coverage reduces to 65%, 50%, and 25%, respectively. In this example, if the employee is under the age of 65, the life insurance coverage is \$44,000. If the employee is age 65, the life insurance coverage will be 65% of \$44,000, which is \$28,600. If you reached age 65, 70, or 75 during calendar year 2008, you will see two different life insurance descriptions on your report (your previous plan and your new plan). The listing of the life insurance plans is indicated below.

#### *Descriptions on Reports*

**Basic Life 100% & AD/D** – Employees ages 64 or under; 100% of annual pay rate is covered

**Basic Life 65% & AD/D** - Employees ages 65 through 69; 65% of annual pay rate is covered

**Basic Life 50% & AD/D** - Employees ages 70 through 74; 50% of annual pay rate is covered

**Basic Life 25% & AD/D** - Employees ages 75 and over; 25% of annual pay rate is covered

### Retirement Plans

For information regarding the College-paid retirement plans, please use these links:

HR web site

[http://www.scc-fl.edu/hr/benefits/retirement/retirement\\_plans.htm](http://www.scc-fl.edu/hr/benefits/retirement/retirement_plans.htm)

Florida Division of Retirement web site

[http://dms.myflorida.com/human\\_resource\\_support/retirement](http://dms.myflorida.com/human_resource_support/retirement)

Florida Retirement System MyFRS web site

<http://www.myfrs.com/>

A listing of the retirement plans is indicated below. Eligibility for plans depends upon your position with the College. Your report indicates the College-paid amounts for calendar year 2008. This is **not** the value of your retirement benefit upon your retirement. The value of your retirement benefit depends upon your specific retirement plan.

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**Retirement Plans (continued)**

Acronyms Regarding Retirement Plans:

CCORP – Community College Optional Retirement Plan

DROP – Deferred Retirement Option Plan

FRS - Florida Retirement System

<i>Descriptions on Reports</i>	
CCORP ING (was Aetna)	DROP – Deferred Retirement Option Plan
CCORP Consec	FRS Invest – Return Retiree
CCORP Met Life (was Security First)	FRS Investment Plan
CCORP TIAA-CREF	FRS Pension Plan Regular Class
CCORP VALIC	FRS Pens Reg Return Retiree

**Employee Assistance Plan**

For information regarding the College-paid employee assistance plan, please use this link, which is on the HR web site: <http://www.scc-fl.edu/hr/benefits/eap.htm> and use the Horizon Health link <http://www.horizoncarelink.com> and enter the login ID: SCC and the password: SCC. Call 1-800-272-7252 to access EAP Services.

**Description on Reports**

Employee Assistance Plan

**Leave, Paid Holidays and Paid Non-Duty Days**

For information regarding the College-provided leave plans, please use this link which is on the HR web site: <http://www.scc-fl.edu/hr/benefits/leave.htm>

**Sick Leave Earning Value Per Calendar Year**

All full-time employees have a sick leave earning rate of 7.5 hours per month. The HR web site link: <http://www.scc-fl.edu/hr/benefits/leave.htm> provides an explanation regarding the earning of sick leave. For the purposes of this report it is assumed that employees earn leave for each month in accordance with their pay group. The calculation for the value of sick leave is: your hourly pay rate multiplied by the number of months in accordance with your pay group (see chart below) multiplied by 7.5 hours per month. Example: \$29.37 hourly pay rate x 10 months (196-day Faculty) x 7.5 hours per month = \$2,203 annual value. Please note that the sick leave value on this report is not the value of your accumulated sick leave, nor is it the estimated value of your sick leave payout upon your separation from employment. Instead, it is an estimate of the value of your sick leave earnings in a calendar year.

<b>Your Pay Group</b>	<b>Months for Calculation</b>
164-day Faculty	8
164B-day Faculty	8
196-day Faculty	10
228-day Faculty	11

**Paid Holidays**

There were 2 days of paid holidays in calendar year 2008: Martin Luther King, Jr. Day and Thanksgiving Day. The calculation for the value of paid holidays: your hourly pay rate multiplied by 7.5 hours per day multiplied by the 2 paid holidays. Example: \$29.37 hourly pay rate x 7.5 hours per day x 2 days = \$441 value.

**Note** If information in this document is inconsistent with any source materials (examples: insurance policies, Board policies, procedures, laws, statutes, regulations), the source materials shall take precedence.