

THE UNIVERSITY OF NORTH CAROLINA AT CHARLOTTE

Benefits Information for SPA Staff Employees

Vacation:	11 3/4 - 25 3/4 days per year based on years of State service (prorated for part-time employees)
Sick Leave:	12 days per year (prorated for part-time employees.)
Holidays:	Eleven days per year.
Retirement:	Full-time employees (30 hours per week or more) are required to contribute 6% of annual gross earnings (on a pre-tax basis) to the Teachers' and State Employees' Retirement System. Employees become vested after five years of participation.
Death Benefit:	Eligible after one year of service. Beneficiary receives benefit equivalent to the employee's annual salary up to a maximum of \$50,000 (Minimum benefit amount: \$25,000). Not available for employees working less than 30 hours per week.
Social Security:	7.65% deducted from annual gross earnings up to \$94,200; 1.45% deducted thereafter.
Health Insurance:	Coverage is provided by the Teachers' and State Employee Comprehensive Major Medical Plan (State Health Plan). Employee coverage under the Comprehensive Plan is provided with no monthly premium and is effective on the first day of the month following the official date of hire. Dependent coverage is available via payroll deduction on a pre-tax basis. Employees working less than 30 hours per week have the option to purchase health insurance.
Disability Coverage:	Eligible for: (1) short-term coverage after one year of participation in the State retirement system; and (2) long-term coverage after five years of participation in the State retirement system at no additional cost. Supplemental disability plans are available for purchase by employees. Not available for employees working less than 30 hours per week.
Workers' Compensation:	Coverage begins immediately.
Parking:	Annual Cost: \$265 (Basic Charge); \$50 (Gate Card); \$15 (Hang Tag, optional) *Employee paid *
Direct Deposit:	Available through most banks.
Credit Union:	Membership welcomed. Full service facility located adjacent to campus.
Education:	Two courses per academic year tuition-free for permanent, full-time employees (30-40 hours/week). Additionally, reimbursement for approved work-related courses at accredited colleges and universities for permanent, full and part-time employees.
Other Options:	Auto and homeowner's insurance, prepaid legal, accidental death, long-term care, dental, vision, group life, tax-deferred annuities, deferred compensation, flexible spending accounts, savings bonds, teachers' liability insurance, all available via payroll deduction. Not available for employees working less than 30 hours per week.
Facilities:	Library, gymnasium, pool, tennis courts, and racquetball courts are available at no cost to employees; Facilities and equipment at Student Activities Center available at a minimal cost.
Dining Facilities:	Six dining facilities are located on campus (Prospector Café, Main Street Market, Ritazza Café, Crossroads Café, Residence Dining Hall, and the Student Activities Center).
Pay Dates:	Semi-monthly on the 15th (or last business day prior to the 15 th), and the last business day of each month.