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:

- New Years Day
- Martin Luther King Day
- Washington's Birthday
- Patriot's Day
- Memorial Day
- Independence Day
- Labor Day
- Columbus Day
- Veteran's Day
- Thanksgiving Day
- Friday following
- Thanksgiving Day
- Christmas

SECTION 125 PLAN: Pre-tax Health and Dental premium; Health Care and Dependent Care Flexible Spending Accounts.

SEVERANCE: 

<table>
<thead>
<tr>
<th>Years</th>
<th>Salary</th>
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</thead>
<tbody>
<tr>
<td>0 – 3 years</td>
<td>0 months</td>
</tr>
<tr>
<td>4 – 6 years</td>
<td>3 months</td>
</tr>
<tr>
<td>7 – 10 years</td>
<td>4 months</td>
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<tr>
<td>11 or more</td>
<td>6 months</td>
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DEFERRED COMPENSATION PLAN: Available through payroll deduction.