



EAST CAROLINA UNIVERSITY

SUMMARY OF STAFF (SPA) & FACULTY (EPA) BENEFITS

A variety of Benefits are available to permanent employees of ECU who are employed at least 30 hours per week:

HEALTH INSURANCE

- **PPO** – Preferred Provider Organization – **70/30** NC SmartChoice Basic Plan – **80/20** NC SmartChoice Standard Plan

DENTAL INSURANCE

- **NC Flex Dental** (Pre-tax Plan) – Full premium paid by employee. Spouse and child/children coverage available

NC FLEX SPENDING ACCOUNTS

- **Dependent Care Spending Account** – Reimburses you for eligible dependent care expenses – Pre-Tax
- **Health Care Spending Account** – Reimburses you for eligible health care expenses – Pre-Tax

RETIREMENT

Choice of plans for eligible EPA employees or faculty members with a rank of instructor or above. If not, enrollment in the Teachers' and State Employees' Retirement System required.

- **Teachers' and State Employees' Retirement System** – Employee contribute **6%** of annual salary – Employer contribution varies year-to-year.
- **Defined Benefit Plan** – Under a defined benefit plan, the benefit you receive at retirement is determined based on a benefit formula. The formula determines the amount of your benefit based on your highest four consecutive years of salary, age and years of service.
- **Optional Retirement Program (Faculty and Eligible EPA Employees Only)** – Employee contributes **6%** of annual salary – Employer contributes **6.84%** of annual salary and contributions are vested after five years of participation.
- **Defined Contribution Plan** – Contributions made on the employee's behalf are invested in retirement annuity contracts offered by approved insurance companies. The employee's contributions are vested immediately. The amount of monthly annuity income received at retirement will depend on the amount contributed to these contracts. Current approved companies – **Fidelity Investments, Lincoln Financial Advisors Corporation, Teachers Insurance Annuity Association/ College Retirement Equity Fund (TIAA/CREF) and Variable Annuity Life Insurance Company (VALIC).**

DISABILITY

- **Disability Income Plan of North Carolina** – No cost to employees
- **Short Term Disability** – After one year of membership service with Teachers' and State Employees' Retirement System or Optional Retirement Program
- **Long Term Disability** – After five years of membership service with the Teachers' and State Employees' Retirement System or Optional Retirement Program

VACATION LEAVE AND SICK LEAVE – (Hiring Department will Provide Specific Information)

- Staff positions subject to the State Personnel Act (SPA) earn vacation based on total years of service. Sick leave is accrued at a rate of 8 hours per month.
- Teaching faculty who have a nine-month employment contract do not earn leave.
- Teaching faculty who have a 12-month employment contract will have leave explained in their contract.
- Non-teaching and teaching faculty exempt from the State Personnel Act (EPA) may earn vacation and sick leave in accordance with University policies governing their appointments. Leave schedules for these individuals are included in the written policies and are provided with the initial employment contract.
- **VACATION LEAVE** – May be used for vacation, religious observances, adverse weather and any other personal

reasons. Accrued hours in excess of 240 are converted to sick leave at end of the calendar year for SPA employees.

- **SICK LEAVE** – May be used for the employee's illness or medical appointments or for the illness or death of a relative as defined in the policy. Unlimited accumulation. One month of retirement service credit allowed for each 20 days of unused sick leave (only for the Teachers and State Employees' Retirement System).

COMMUNITY SERVICE LEAVE

- 24 hours (prorated if part-time) per year for involvement in the education of youth and to promote the need to support schools, communities, citizens and non-profit organizations.

FAMILY MEDICAL LEAVE

- Must have 12 months of State employment prior to receiving benefits
- 12-Week period of unpaid benefits for the birth of a child; or to care for self, a child, spouse or parent due to serious health condition.

MILITARY LEAVE

- Long and short-term leave available

LEAVE OF ABSENCE

- May be placed on official leave of absence for illness, parental care, advanced study, research, public service or personal reasons. Departmental approval must be obtained.

BANKS OFFERING SPECIAL OPTIONS FOR ECU EMPLOYEES

- State Employees Credit Union
- Wachovia

TUITION WAIVER PROGRAM

- Enables permanent SPA, CSS or EPA employee working 30 or more hours per week to take two credit-bearing classes each academic year (Fall, Spring, Summer I and Summer II). Employees in temporary or probationary status are not eligible for this program.

TEXTBOOK LOAN PROGRAM

- Eligible employees may borrow textbooks for classes taken at ECU
- Eligible employees may borrow required books for dependent children

TAX SHELTERED INVESTMENT PROGRAMS

- Choice of 401(k), 403(b) and 457 Deferred Compensation (Roth 401k also available)

HOLIDAYS

- Twelve (12) paid University holidays – Announced Annually

OTHER BENEFITS OFFERED AT FULL COST TO EMPLOYEE

- Life Insurance
- Accidental Death & Dismemberment Insurance
- Disability Insurance
- Long-Term Care Benefits
- Cancer Insurance
- State Employees Association of NC
- Group Home/Auto Insurance
- Vision Plan
- Critical Care

For more Benefits information, please visit our website at:

<http://www.ecu.edu/cs-admin/hr/>