

**VISITING FACULTY**  
**FRINGE BENEFITS FACT SHEET**

**July 1, 2010 – June 30, 2011**

**BENEFITS**

***HEALTH***

- ~ Health Insurance (PPO's, POS's, EPO's – all plans include vision benefits)
- ~ Catalyst Prescription Drug Program
- ~ Dental Care (United Concordia DHMO or PPO)
- ~ Group Term Life Insurance (MetLife)
- ~ Personal Accident and Dismemberment Insurance (MetLife)
- ~ Flexible Spending Accounts (Health Care and/or Dependent Care)
- ~ Same Sex Domestic Partners and the partner's child(ren) are eligible for coverage

All premiums are deducted from pre-tax income,(except Same Sex Domestic partners premiums.) Health insurance, prescription drug, and dental plans are subsidized by the college. All other plans are paid in full by the employee. (See the attached list of rates.)

***PAYROLL DEDUCTIBLE***

- ~ State Employees Credit Union (SECU)
- ~ Savings Bonds
- ~ Direct Deposit of Paycheck (effective 01/01/01 direct deposit is a condition of employment)
- ~ Paystubs must be accessed electronically through the Payroll Online Service Center (POSC) at <http://compnet.comp.state.md.us/cpb>, scroll down and choose Payroll Online Service Center (POSC)

***OTHER***

- ~ SMC facilities use
- ~ Base Access to the Patuxent River Naval Air Station (faculty member must be approved by the Department of Defense to have access)
- ~ SMC tuition waiver for employee only (only for credit courses at SMC)

## **OPTIONAL**

### ***SUPPLEMENTAL RETIREMENT PROGRAMS***

If you wish to enroll in a supplemental retirement program, the College will provide information and administrative services to facilitate your participation in one of the following programs:

- ~Maryland Teachers and State Employees Supplemental Retirement Plan (Nationwide)
- ~TIAA/CREF (Teachers Insurance and Annuity Association College Retirement Equities Fund)

The College does not contribute to a retirement program for visiting faculty; however, all faculty are eligible to tax shelter a portion of salary in one of the supplemental retirement programs.

*Please feel free to call the Office of Human Resources at 240-895-4309 for further information.*