VISITING FACULTY
FRINGE BENEFITS FACT SHEET

July 1, 2015 – June 30, 2016

BENEFITS

HEALTH

~Health Insurance (all plans include vision benefits) -
  • CareFirst BlueCross BlueShield EPO, PPO
  • Kaiser Permanente IHM
  • United Healthcare Choice EPO, or Choice PPO
~Express Scripts Prescription Drug Program
~Dental Plans (Delta Dental DHMO or United Concordia DPPO)
~Term Life Insurance Plan (Minnesota Life)
~Accidental Death and Dismemberment Plan (Minnesota Life)
~Flexible Spending Accounts (Health Care and/or Dependent Care)
~Long Term Care Insurance (The Prudential Insurance Company of America)

All premiums are deducted from pre-tax income. 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)
~ 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
~ 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 – Administered by Nationwide Retirement Solutions
~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.