Eastern Florida State College
Full-Time Employee Benefits Summary

**Direct Deposit**
(Procedure 304.1)
Employees are required to set up Direct Deposit or a Cash Pay account in order for the College to securely deposit payroll checks into each employee’s account.

Tax-sheltered Annuity Programs and Income Protection Plans are available with various College-approved companies through payroll deduction.

**Closures and Holidays observed by EFSC**
(Procedure 304.5)
- **Martin Luther King Day** (third Monday in January)
- **Spring Break Week** (as designated by the College Academic Calendar)
- **Memorial Day** (last Monday in May)
- **Independence Day** (July 4)
- **Labor Day** (first Monday in September)
- **Veterans Day** (November 11)
- **Thanksgiving** (fourth Thursday & Friday in November and other days that may be designated by the College Academic Calendar)
- **Winter Break** (December 24 through January 1 and other days that may be designated by the College Academic Calendar)

**Childbirth/Adoption Leave**
(Procedure 304.4)
This benefit is provided to full-time employees for up to six months for a birth or an adoption. The employee must submit a leave request 30 calendar days prior to the expected start of the leave time.

**Court Duty/Jury Duty Leave**
(Procedure 305.5)
Full-time employees called to serve on a jury panel or subpoenaed as a witness in a College-related case may be granted leave of absence with pay.

**FMLA (Family and Medical Leave Act)**
(Procedure 305.8)
Full-time employees are eligible for FMLA benefits after working 1250 hours for the previous 12 months.

**Military Leave**
(Procedure 305.10)
Full-time employees are eligible for military leave and are covered under USERRA laws regarding application for re-employment and service credit for retirement.

**Professional Leave with or without Pay**
(Procedures 305.13)
If the employee meets eligibility requirements, professional leave may be granted for up to a year to engage in activities that will result in a benefit both to the employee and to the College. The institutional time commitment to the College is equal to the length of the professional leave.

**Workers’ Compensation Leave**
(Procedure 305.17)
Employees are entitled to compensation for occupationally-incurred illnesses or injuries for a maximum of 12 calendar days annually.

**Sick Leave**
(Procedure 305.15)
All full-time personnel accrue 8 hours for each month of service. Sick leave may be accumulated from year to year.

Full-time employees are also entitled to 32 personal or emergency leave hours during each fiscal year (if the employee has an available balance of hours). Personal leave does not accumulate from year to year and is deducted from the employee’s sick leave balance.

**Sick Leave Pool**
(Procedure 305.15)
The Sick Leave Pool has been established to help an incapacitated full-time employee whose leave has been exhausted. Employee participation is voluntary. After completing one year of continuous full-time employment with the College, employees are eligible to join the Pool. Consult the Procedures Manual for the other rules pertaining to membership in the Pool and the use of this benefit.

**Vacation/Annual Leave**
(Procedure 305.16)
Full-time College personnel employed on a 12-month basis accrue vacation at the rate of 8 to 12 hours per month, depending upon the number of years of full-time service. These days are in addition to paid holidays:

- 0-5 years of service.................8 hours per month
- 6-10 years of service.............10 hours per month
- 11+ years of service.............12 hours per month

Externally-funded employees must use vacation time annually by the end of each grant year.

**Insurance**
(Procedures 307.1 and 307.2)
**Medical:** EFSC offers full-time employees medical, dental, vision, and long-term disability insurance, as well as flexible spending account options. The employee’s coverage is provided by the College for the HMO medical and the EFSC dental options. Spouse and family coverage is available at group rates.

**Life:** Each full-time employee receives free term life insurance payable to the beneficiary in an amount equal to the employee’s annual salary, rounded to the nearest thousand dollars. Additional life insurance may be purchased for a modest premium.

**Retirement**
(Procedure 307.3)
Full-time employees participate in the Florida Retirement System and are vested after 8 years of creditable service in the Pension Plan or after 1 year in the Investment Plan. Employees contribute a percentage per pay period to FRS.

**Tuition Programs**
(Procedure 307.6)
Tuition waivers are available for EFSC courses and reimbursements are available for courses taken at other SACS regionally-accredited or CHEA-recognized institutions to all employees who meet eligibility requirements.

A tuition discount is available for employee dependents who meet eligibility requirements.
### CONVENIENCES

**Identification Badge**
Your College photo ID badge is to be worn at all times while on campus in order for you to be easily identified by other employees as a person authorized to be in employee work areas.

Your badge may also be used as a library card and as a College pass or discount card for: on-campus sports, drama, or music events; the College bookstore (discounts on most items); the Performing Arts Center (tickets at half price for selected performances, on day of show, if seats are available).

**Entertainment Discounts**
Eastern Florida State College employees can take advantage of discounts and special offers to popular theme parks and entertainment attractions nationwide by becoming a member of Ticketsatwork!

Discounts are available for the Walt Disney World® Resort, Universal Studios®, SeaWorld, Six Flags, Cirque du Soleil, Las Vegas and New York City performances, movie tickets and much more!

Log into the myEFSC Portal. Check the list under Spotlight in the column on the right and look for information under Tickets at Work and Disney College Days. Check the park sites for current prices; sometimes Florida resident prices are less expensive than the tickets on either of the sites listed above.

**Athletic Areas**
EFSC personnel may schedule and use athletic and wellness facilities (subject to instructional schedule) such as basketball courts, physical conditioning rooms, golf range (nominal fee may apply), and the swimming pool at the YMCA (family and individual rates are available). Some activities may not be available on all campuses.

**Automotive Technology Program**
EFSC employees are eligible for vehicle repair service. Repairs are directly related to the specific class being taught during each term.

**Child Care Centers**
The centers are open to EFSC employees and students on a campus where a center is located.

**Cosmetology Salon / Dental Clinic**
All EFSC employees may take advantage of a wide range of services available in the Cocoa Campus Cosmetology Salon and Dental Clinic. Services are performed by advanced students, under the supervision of professional instructors, at modest prices.

### QUESTIONS

Concerning these employee benefits or any other personnel-related items should be discussed with the Human Resources staff.

This listing summarizes important features of EFSC benefits. Benefits are subject to change without notice.

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**Eastern Florida State College**

[www.easternflorida.edu](http://www.easternflorida.edu)

Eastern Florida State College is accredited by the Southern Association of Colleges and Schools (SACS) Commission on Colleges to award baccalaureate and associate degrees, as well as specialized certificate programs. Contact the Commission on Colleges at 1866 Southern Lane, Decatur, Georgia 30033-4097 or call 404-679-4500 for questions about the accreditation of Eastern Florida State College.

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