

# NORTHERN New Mexico College



Welcome to Northern New Mexico College (NORTHERN)! Below are the benefits offered by NORTHERN.

**1. Medical, Dental and Vision Insurance Coverage**

Group major medical, dental, vision and life insurance plans are made available to all eligible staff and faculty. Premiums vary in accordance to family size, ages, and salary. The College contribution is dependent on the staff employee's salary.

**2. Retirement Benefits**

		<u>Total ERB Contribution</u>
Educational Retirement Board		
Employees earning more than \$20,000, the contribution will be	10.70%	
Employer contribution	13.90%	<u>24.60%</u>
Employees earning less than \$20,000, the contribution will be	7.90%	
Employer contribution	13.90%	<u>21.80%</u>
 TIAA-CREF for new faculty employees		
Employee contribution	10.70%	
Employer contribution	10.90%	21.60%
<b>3% to ERB but does not apply to the Employee contribution</b>		

**3. Basic Life Insurance Coverage \$50,000 policy**

100% paid by NNMC

**4. Leave Accruals**

Vacation ..... Full-time Staff ..... 8 hours per pay period  
 Sick Leave ..... Full-time Staff ..... 5.37 hours per pay period  
 Sick Leave ..... Faculty ..... 4.66 hours per pay period  
 Personal Leave ..... Staff ..... 24 hours per fiscal year. Hours are deducted from sick leave hours  
 Personal Leave ..... Faculty ..... 21 hours per fiscal year. Hours are deducted from sick leave hours

**5. Holidays**

11 paid holidays: Good Friday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and the day after, Christmas Eve, Christmas Day and New Year's Day, Martin Luther King, and Veteran's Day. When a holiday falls on Saturday, Friday will be observed.

**6. Cafeteria Plan/Tax Sheltered Annuities**

Pretax health insurance premiums-allows employees to deduct amount from gross amount for tax purposes.

**7. Tax Sheltered Annuities**

ING ReliaStar (403b) TSA Fixed Annuity; paid 100% by the employee  
 Nationwide Retirement Solutions (457); paid 100% by the employee

**8. Tuition Waiver**

For any regular and probationary full-time staff member with benefits and his/her dependents. Part-time staff employees are not entitled to benefits-maximum of 4 credit hours per semester; dependents of part-time employees are not entitled. Tuition waivers are not to be used for continuing education courses.

**9. Wellness Program**

Non-structured program in conjunction with lunch hour, 3 times per week, 30 minutes.