



WALLACE STATE

HANCEVILLE • ONEONTA

Summary of Benefits

Website for PEEHIP/Retirement System (RSA) is www.rsa-al.gov Phone: 1-877-517-0020
 Contact RSA directly with any questions, concerns, or corrections on your account.

BENEFITS	Instructor - Schedule D (Normal work week is 35 hours)	Non-Instructor-Schedule A, B, C, E (Normal work week is 40 hours)
Sick Leave	Accumulate 1 day per month (7 hours)	Accumulate 1 day per month (8 hours)
Annual Leave	N/A (off between terms)	1-4 yrs. 1 day per month 5-9 yrs. 1.25 day per month 10-14 yrs. 1.5 days per month 15-19 yrs. 1.75 days per month 20-up yrs. 2 days per month <i>May accumulate maximum of 60 days.</i>
Personal Leave	5 days per year (35 hrs.) Converts to sick leave if not used	2 days per year (16 hrs.) Converts to sick leave if not used
Holidays	15 (5 are locally assigned)	15 (5 are locally assigned)
Number of Work Days Contracted	175 days/9 month contract (Fall & Spring semesters) 54 days/3 month contract (Summer semester)	260 days
Retirement: It is your responsibility to make sure the annual statements received from RSA are correct. If you have retirement questions, concerns, or corrections you should contact RSA directly.	Tier 1: Employee 7.5% monthly contribution. Tier 2: Employee 6.2% monthly contribution. State Contributes at varying rate	Tier 1: Employee 7.5%, Law Enforcement Officers 8.5% monthly contribution. Tier 2: Employee 6.2%, Law Enforcement Officers 7.2% monthly contribution. State Contributes at varying rate
Health Insurance: HR will provide PID (Personal Identification) number to sign up for Insurance. It is your responsibility to sign up for insurance with Member Online Services (MOS) at the above website. The handbook is also available online.	Employee pays: \$207.00/month for Family Coverage without a spouse, \$282.00/month with spouse no dependents, \$307.00/month with spouse and dependents; \$30.00/month for Single Coverage (additional \$50 tobacco surcharge for each smoker-additional \$50 each member if wellness screening not completed) <i>If desired, employee may elect four optional plans (cancer, dental, vision, hospital indemnity) rather than health insurance. If optional plans are elected <u>in addition</u> to health insurance, the premium is \$38/monthly each except for dental which is \$38/monthly single, \$50/monthly family</i>	
Tuition Assistance at Two-Year Colleges (Employees/Dependents) for full-time non-temporary employees	1/3 waived after 1 st year 2/3 waived after 2 nd year 3/3 waived after 3 rd year	1/3 waived after 1 st year 2/3 waived after 2 nd year 3/3 waived after 3 rd year

***Note: If an employee has any service prior to January 1, 2013, the employee will be classified as a Tier 1 participant. Employees hired on or after January 1, 2013, are classified as Tier 2 participants.**

Tier 1: Employee may retire after 25 years of service or upon attaining age 60 with at least 10 years of service.
 Tier 1 employees may convert unused sick leave to service credit for retirement purposes.

Tier 2: Employees may retire after 10 years of service and has attained the age of 62.
 Tier 2 employees may convert unused sick leave to service credit for retirement purposes.

If employee leaves the system before becoming vested, he/she may withdraw all deposits. If employee dies while covered by Retirement System, and before retirement, his/her beneficiary receives \$15,000 life insurance, one year's salary, any accrued sick leave, and all payments made to the Retirement System.