Harford Community College provides a total compensation package which includes a comprehensive and competitive benefits program for its eligible full-time employees and limited benefit offerings for part-time employees.

Benefits	Description	Full Time Employees	Part Time Employees	
Health	CareFirst Blue Cross Blue Shield PPO Plan	•		
Dental	Care First Blue Cross Blue Shield Traditional Dental	•		
Vision	Care First Blue Cross Blue Shield BlueVision Plus	•		
Flexible Spending	Pre-tax benefit used towards Medical and or Dependent Care expenses.	•		
Life Insurance	1.5 times annual salary	•		
Accidental Death and Dismemberment	1.5 times annual salary	•		
Long Term Disability	60% of monthly salary to maximum limit	•		
Retirement	403(b), 457(b) and State Retirement available. Optional Retirement Plan available to eligible employees.	•	State Retirement* & 403(b)	
Employee Assistance	Free and confidential counseling services available to employees and their household dependents.	•	With Supervisor's referral	
Paid Time Off	Annual Leave, Sick, Personal, Bereavement, Holidays, Spring and Winter Breaks	•		
Tuition Assistance	Up to \$1500 per year	•		
Professional Development	Up to \$1500 per year	•		
HCC Tuition Waiver	Available to employees, the employee's spouse, domestic partner and unmarried dependent children under age 25 may enroll in any Harford Community College class or course on a space-available basis without payment of tuition.	•		
*Mandatory participation for positions regularly budgeted to work 500 or more hours per fiscal year.				

Supplemental Benefits	Description	Full Time	Part Time
Voluntary life	Choice of 1 times or 2 times annual earnings	•	
Legal Services Plan	Partial Reimbursement for Premiums with College's Preferred Provider	•	

Employee-Friendly Benefits	Description	Full Time	Part Time
Fitness Center	The Harford Community College Fitness Center contains an impressive array of exercise equipment which can be used by students and employees. HCC Fitness Center	•	•
Child Care Option	Discounted Rates for Full Time and Part Time Employees <u>HCC Learning Center</u>	•	•