

Information for Non-Benefits Eligible Employees

General Information

Part-time employees and temporary full-time employees with less than 4.5 month assignments are not benefits-eligible.

Retirement Benefits for TRS and ORP Employees who also work part-time

Employees who retire under TRS or ORP and then return to work are in a retiree status. These individuals are exempt from retirement deductions. Any other retired employee must participate in the TIAA-CREF plan (see below).

TIAA-CREF (Social Security Alternative Plan)

The employee must participate unless he/she is a member of TRS due to full-time employment. If you are full-time elsewhere and participating in ORP, you must work here more than half-time to receive ORP contributions. Contact HR-Benefits if your teaching assignment is more than two (2) courses.

The form “HCC Retirement Questionnaire for Non-benefits Eligible Employees” must be attached to the recommendation of all new part-time employees and full-time non-benefits eligible employees.

TRS or ORP

If the employee is a member of TRS due to his/her full-time position at another institution of higher education or at HCC, then he/she must continue in that program for his/her part-time assignment(s) as well. If an employee is a member is in ORP at another institution, then he/she must be placed in TIAA-CREF, unless working more than half-time (teaching more than two (2) courses).

The employee should contact the Benefits Office in HR if participating in ORP and teaching more than two (2) courses for HCC.

Health, Life, Accident and other Insurance

Other than special ERS group benefits eligibility for long-service adjunct faculty, no group benefits are available to non-benefits eligible employees. See web page: Faculty & Staff>Benefits>Adjunct Faculty.