



Casper Wyoming  
[www.caspercollege.edu](http://www.caspercollege.edu)

## Summary of Benefits (Faculty)

**Health Insurance** – begins 1<sup>st</sup> day of month following employment;  
College (state) pays approximately 85% of premium for employee and dependents;  
State of WY self insures; Cigna administers; \$350, \$750, \$1500 or \$2000 deductible

**Dental Insurance** – begins 1<sup>st</sup> day of month following employment;  
College (state) pays approximately 85% of premium for employee and dependents;  
Delta Dental; \$50 deductible

**Life Insurance** – begins 1<sup>st</sup> day of month following employment;  
College (state) pays approximately 85% of premium; Employee \$60K; purchase Dependents \$4K

**Employee and Family Assistance Program** – begins upon employment (also retirees)  
College pays; service through – Three Trails: *Creating Healthy Employees, Families and Communities*.  
Unlimited visits for employee and dependent family members

**Retirement Contribution** – begins 1<sup>st</sup> day of month following employment; College contributes 12.69% and employee contributes 1.43% of salary to employee choice of TIAA-CREF or Wyoming Retirement System

**Tuition Waiver** (Policy 1400:27:11) – eligibility begins 6 months after employment; Casper College classes for employee and dependents; University of Wyoming for employee. Limits apply

**Faculty Leave Policy** - Leave available for approved time off

**Voluntary Short Term Disability** Available for purchase; pays 66 2/3% of current earnings, short waiting period

**Long Term Disability** Fulltime employees and fulltime faculty; requires application and approved eligibility; pays 60% of current earnings

**Compensation** Faculty are paid monthly; 12 equal pays.

Additional nice benefits of working at Casper College include complimentary Krampert Theatre tickets; admission to sporting events; College ID is College and Public Library card; check cashing and stamp purchasing privileges in Accounting and Financial Management Office; fitness center; nurse on campus and cafeteria services during academic year.

*\* This document is intended only as a summary and overview of the benefits offered. Employees should consult Human Resources Staff, the Policy and Procedures Manual, retirement, life insurance or health insurance documents for details. 1110*