

**FRINGE BENEFITS
FULL-TIME FACULTY - CGPS 2016**

Company Sponsored

ELIGIBILITY

Coverage of the following benefits begins the first day of the month following 30 days of employment unless otherwise noted.

HEALTH INSURANCE*

Two partially contributory HMO medical plans administered by Harvard Pilgrim HealthCare – Three-Tiered Copayment HMO LP and HSA High Deductible Health Plan (HDHP).

If you enroll in the University's HDHP plan, you will be eligible to sign up and contribute to a Health Savings Account (HSA).

DENTAL INSURANCE*

A partially contributory dental plan administered by Northeast Delta Dental, which includes diagnostic, preventive, basic and major restorative and orthodontics.

LIFE AND ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE

A University sponsored group term insurance plan that equals two times base annual salary rounded to the nearest \$1,000 increment.

EMERGENCY TRAVEL ASSISTANCE

Emergency Travel Assistance services are available in the event of a medical, dental, or legal emergency - anywhere in the world.

EMPLOYEE ASSISTANCE PROGRAM

Your work-life balance Employee Assistance Program is provided to you at no cost. The EAP program can help you find solutions for the everyday challenges of work and home as well as for more serious issues involving emotional and physical well-being.

SHORT-TERM DISABILITY INSURANCE

A non-contributory short-term disability plan administered by Unum that indemnifying monthly income at 100% with a 7 day waiting period for either accident or illness payable for up to 6 months.

LONG-TERM DISABILITY INSURANCE

A non-contributory long-term disability plan administered by Unum that indemnifying monthly income at 60% to a monthly maximum of \$10,000 with a 6-month waiting period for either accident or illness payable through age 70.

DEFINED CONTRIBUTION RETIREMENT PLAN

Franklin Pierce University Retirement Plan is a defined contribution plan that operates under Section 403(b) of the Internal Revenue Code. This plan provides retirement benefits for participating employees. Benefits are provided through Teachers Insurance and Annuity Association and College Retirement Funds (TIAA-CREF). To qualify you must be 21 year of age and have one-year of service at an institution of higher education. The plan provides immediate vesting at 100%. The University will contribute a percentage of salary based on years of service.

VACATION

Commencing with the first day of the month following 30 days of employment, vacation hours are accrued monthly for a maximum of 20 days over a 12 month period. Employees will be able to carry over up to ten (10) vacation days from one fiscal year to the next (June 1 to May 31). Vacation time for staff that work less than 12 months is prorated accordingly.

SICK PAY

Commencing with the first day of the month following 30 days of employment, sick leave is accrued monthly for a total of seven days per year. Sick days can be carried over each fiscal year until a maximum of 160 hours (20 days). Accumulated and unused sick time is not cashable upon termination of employment.

FLEXIBLE SPENDING ACCOUNTS

To the extent allowed by Federal law and IRS regulations, pre-tax dollars may be reduced from salary each pay period to reimburse employees and their IRS dependent for the medical expenses. Maximum annual amount \$2,550.

HEALTH SAVINGS ACCOUNTS

To the extent allowed by Federal law and IRS regulations, and associated with a qualified high deductible health plan only, pre-tax dollars may be reduced from salary each pay period to contribute to the health savings account. Maximum annual contribution limits - \$3,350 for a single plan, \$6,750 for two-person or family plan.

TUITION REMISSION

The tuition remission benefit is available for an employee's personal use and for their dependents to enroll into Franklin Pierce University undergraduate or graduate programs. An employee is eligible after one year of full-time employment; dependents are eligible after three-years of full-time employment.

TUITION SCHOLARSHIP PROGRAMS (for employee undergraduate dependents)

There are three undergraduate education tuition remission programs for employee's tax-dependent children after three-years of full-time employment. The New Hampshire College and University Council (NHCUC) Cooperative Tuition Remission Exchange Program offer full tuition scholarship; and the Tuition Exchange (TE) and Council of Independent College (CIC) Programs offer tuition relief at Colleges and Universities nationwide.

MEAL DISCOUNT

Franklin Pierce University provides meals at a reduced rate for employees who utilize the University Food Services on Campus during work hours.

CAMPUS BOOKSTORE

All employees will receive a ten percent (10%) discount on most University Bookstore purchases.

CAMPUS LIBRARY

Employees and their families will have the privilege of borrowing library materials for up to one semester at a time.

Voluntary

VISION PLAN*

A voluntary vision benefit administered by VSP – Provides coverage for frames, lenses, contacts, office visits, and Lasik procedures.

VOLUNTARY GROUP TERM LIFE INSURANCE PROGRAM*

A program that offers the employee and dependents the opportunity to purchase affordable group term life insurance. All active full time faculty and staff are eligible to apply for this program. This insurance is also available for the spouse under the age of 70, and a dependent child under the age of 20 (unless a full time student) of an eligible employee.

**Franklin Pierce University offers Domestic Partner Benefits for Health, Dental, VSP and Optional Life Insurance.*

Please contact our Human Resources Benefits Specialist at 603-899-4074 for additional information.