

BENEFITS for FULL-TIME NON-EXEMPT STAFF 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 one and a half (1½) times base annual salary rounded to the nearest \$1,000 increment.

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.

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.

SHORT-TERM DISABILITY INSURANCE

A non-contributory short-term disability plan administered by our Vendor that indemnifies income at 75% with a seven (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 our Vendor that indemnifies 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 - Pension

Employees may participate in a tax-deferred annuity plan through Teachers Insurance and Annuity Association and College Retirement Equities Fund (TIAA-CREF). Participation can commence on the first of the month after employment.

PAID TIME OFF

VACATION: Vacation hours are accrued monthly for a maximum of 80 vacation hours per year.

SICK PAY: Sick leave is accrued monthly for a total of seven days per year.

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 dependents)

There are three undergraduate education tuition remission programs for employee's tax-dependent children after three-years of full-time employment.

NORTHFIELDS ACTIVITY CENTER

Employees are eligible to receive a membership to the Northfields Activity Center at no cost. Spouse and children of employees are also eligible for membership at a discounted rate.

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

ENTERPRISE CAR RENTAL

Employees are able to receive corporate rates for personal use of a rental vehicle through Enterprise Car Rental.

SERVICE CREDIT UNION

Employees are able to participate through payroll deduction with Service Credit Union, who provides a full array of financial services.

VISION PLAN*

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

**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.