

# Northwest Iowa Community College

## FY'19 Full-Time Employees Summary of Fringe Benefits

### **Medical Insurance includes:**

- Wellmark Blue Cross Blue Shield of Iowa Alliance Select
- Delta Dental

Option of choosing between:

- Annual deductible of \$500 single/\$1,000 family. Maximum out-of-pocket is \$1,000 single/\$2,000 family. Co-pay is \$10.00. Medical coverage includes a Preferred Provider Organization (PPO) plan with participating doctors and hospitals. Co-insurance for non-PPO doctors and hospitals is 80/20. PPO hospital coverage is a 90/10 co-insurance. Prescription plan – 30 day supply; \$50 single/\$100 family deductible name brand only; maximum co-pay \$10.00 generic/\$20.00 brand name.
- High-deductible health insurance coverage which offers a deductible of \$5,000 single/ \$10,000 family and \$5,000 single/\$10,000 family Out-of-Pocket Max with the College contributing \$2,000 toward a single Health Savings Account (HSA) and \$4,000 toward a family Health Savings Account (HSA).

Dental insurance is an 80/20 co-insurance program with a maximum paid out per person of \$1,000 per calendar year. Dental coverage does not cover orthodontics.

The description of insurance coverage is not intended to be all-inclusive but is only a short summary of the coverage of the college. Employees need to familiarize themselves with the insurance handbook available through the Human Resources Office.

Single Medical Insurance Plan – Employee cost none, employer cost \$7,731.96 annually.

Family Medical Insurance Plan – Employee cost none, employer cost \$19,397.28 annually.

### **Other Benefits:**

- Employee Assistance Program – Employee cost none, employer cost \$25.44 per employee annually.
- Basic Term Life Insurance – Employee cost none, employer cost \$2.16 per \$1,000 of coverage depending on employee classification.
- Long Term Disability – Employee cost \$.241667 per \$1,000 of salary up to \$85,000 or \$175,000 depending on employee classification.
- FICA (up to \$128,700 salary, or \$7,979.40 maximum) – Employee cost 6.2%, employer cost 6.2%.
- Medicare (no maximum income ceiling) – Employee cost 1.45%, employer cost 1.45%.
- Worker's Compensation – Employee cost none, employer cost \$.27 per \$100 salary.
- Sick Leave – First year 10 days, second year 11, etc. up to 15 days the sixth and seventh year, and 20 days the eighth year and beyond cumulative to 120 days.
- Vacation – Varies depending on employment category.
- Holidays – 10 holidays per year.
- Illness in Immediate Family – Up to 5 days per year.
- Bereavement – Up to 8 days per year.
- Personal Leave – 2 days per year (12-month faculty 3 days per year).

## **Retirement System:**

Participation in one of the following group retirement plans is mandatory. Employee cost 6.29% of salary, employer cost 9.44% of salary.

- Iowa Public Employees Retirements System (IPERS) – a defined benefit retirement plan.
- Teachers Insurance and Annuity Association (TIAA) – a defined contribution plan.

Note: Your election of a retirement plan is a one-time, irrevocable decision for the length of your employment with Northwest Iowa Community College.

## **Additional payroll deductions available as a convenience to the employee:**

- Avesis Vision
- Flexible Benefit Plan
- Aflac
- Supplemental Life Insurance
- NCC Foundation
- 403b Tax Sheltered Annuity
- Sheldon United Fund

## **Other Benefit Options:**

- Educational Assistance for college employees to meet long-range staff development goals.
- Tuition Reimbursement for Employees, Spouses, and Dependents Attending NCC for College Credit Courses

## **Payroll**

- Payroll is on a monthly basis with payments made on the last working day of each month that the college is open for business.
- Nine-month faculty have the option of having their nine-month contract paid over 9, 10, 11, or 12 monthly installments with the first installment being September.