



## **Anna Maria College Benefits Summary**

### **OVERVIEW OF BENEFITS**

Anna Maria College (AMC) strives to offer competitive compensation and benefits in order to effectively recruit and retain dedicated faculty and staff. We recognize that direct compensation, or salaries, are important to employees, yet the factors that set Anna Maria College apart from other employers pertain to ALL of the different types of *indirect* compensation, such as benefits or perks, that AMC provides to its employees: Because we believe that our employees make the difference!

The following is an overview of the current benefits package provided to faculty and staff. Eligibility requirements may differ amongst benefit offerings. This summary is intended to provide an overview of offerings. Please note that we are always looking for ways to enhance our benefits to make your total compensation - including both your income and your benefits- work for you.

The following list provides information about many of the current benefits that Anna Maria College offers to our employees\*:

### **Health, Dental and Vision Insurance**

- Medical insurance through Allways Health Partners with wellness discounts and reimbursement programs – 2 HMO plans and a PPO plan to choose from
- Dental insurance through Altus Dental – 2 plan options to select from
- Vision insurance through VSP
- Domestic Partner Coverage available
- Cafeteria Plan – pick the options that work best for you and your family

### **Life and Disability Insurance**

- Life insurance (100% employer paid)
- Long Term Disability (100% employer paid)
- AD&D (100% employer paid)
- Supplemental Life and Accident Insurance

### **Flexible Spending Accounts**

- Pre-tax Health Care Flexible Spending Account
- Pre-tax Dependent Care Account

### **Earned Time (Paid Time Off)**

- Generous paid vacation benefit
- Sick time up to 12 days per year
- 12 paid holidays per year
- 3 personal days per year



## **Retirement Plans**

Anna Maria College offers employees the opportunity to save toward retirement by contributing to the college sponsored 403(b) Defined Contribution Retirement Plan.

- Employee contribution (403(b))
  - This retirement plan is an employee-contribution plan offered through the TIAA.
  - Traditional and Roth options available
  - Employees may elect to contribute to the 403(b) plan at any point during their employment up to the IRS annual maximum.
- Employer match contribution
  - Anna Maria College will contribute a matching contribution up to 5% to eligible employees who have completed one year of service and 1,000 hours of service within that year.
  - Marsh McLennan is our brokerage firm that makes investments for Anna Maria College and tracks these investments.

## **Tuition Assistance**

- 100% tuition remission for up to two (2) Anna Maria College classes per semester after one year of continuous full-time employment
- Access to tuition free benefits for dependents through the Council of Independent Colleges and The Tuition Exchange, Inc.

## **Training/Professional Development**

- Preventing Sexual Misconduct/ Title IX
- FERPA

## **Additional Benefits**

- Employee Assistance Program (EAP)
- Bereavement
- Group Auto/Home Insurance Discount Program
- Fitness Center and Group Fitness classes onsite
- Travel Assistance
- Privacy Armor – ID Theft Protection
- 20% employee discount to AMC bookstore (some restrictions may apply)



## **CAFETERIA PLAN**

Anna Maria College provides health, dental and vision insurance through a Cafeteria Plan (Section 125). This plan allows the insurance premiums to be paid with pre-tax dollars, which reduces employees' taxable income. In addition to insurance benefits, AMC provides employees with the opportunity to take advantage of the Flexible Spending Accounts through the Cafeteria Plan.

### **Health Insurance**

Anna Maria College offers health insurance through Allways Health Partners to qualified employees working a minimum of **30 hours** per week or more. AMC contributes a portion of the monthly premium towards both individual and family plans. Rates are subject to change on an annual basis. Employees may choose health insurance coverage upon hire, during the agency open enrollment period which occurs annually on July 1 or if they experience a qualified life event under the eligibility definition. New employees are eligible starting on their first day of employment.

### **Dental Insurance**

Dental insurance through Altus Dental is available to qualified employees working a minimum of **17.5 hours** per week. Anna Maria College provides two voluntary plans for employees to select from – Altus High and Altus Low. Employees pay the full premium for this benefit. Rates are subject to change on an annual basis. Employees may choose dental insurance coverage upon hire, during the agency open enrollment period which occurs annually on July 1 or if they experience a qualified life event under the eligibility definition. New employees are eligible starting on their first day of employment.

### **Vision Insurance**

Vision insurance through VSP is available to qualified employees working a minimum of **17.5 hours** per week. Employees pay the full premium for this benefit. Rates are subject to change on an annual basis. Employees may choose vision insurance upon hire, during the agency open enrollment period which occurs annually on July 1 or if they experience a qualified life event under the eligibility definition. New employees are eligible starting on their first day of employment,

## **GROUP BENEFITS**

AMC provides life insurance, accidental death and dismemberment and long-term disability coverages through Reliance Standard Insurance Company. Group benefits are provided at no cost to eligible employees.

### **Life Insurance and Accidental Death and Dismemberment**

Anna Maria College provides life insurance and accidental death and dismemberment coverage equal to 1.5 times base salary to employees working a minimum of **17.5 hours** per week. Eligible new employees will automatically be enrolled on the first of the following month after date of hire.

### **Voluntary Supplemental Life Insurance**

AMC provides the opportunity for eligible employees working a minimum of **17.5 hours** per week to elect voluntary life insurance for added financial protection through Reliance Standard Insurance. Employees may elect to purchase life insurance for their spouse and child dependents as well. Rates are provided by Reliance Standard Life Insurance and eligible for payroll deduction.



### **Long-term Disability**

Employees working a minimum of **35 hours** per week are eligible for Long-term Disability benefits. The Long Term Disability plan covers an employee if their absence from work extends beyond 12 weeks. Through the Long-term Disability plan, an employee will continue to receive 60% of his or her regular salary, up to a maximum of \$6000 per month.

## **EMPLOYEE SERVICES**

### **Employee Assistance Program**

The Employee Assistance Program is provided to eligible employees through Reliance Standard - ACI, for employees and their household members. Services and support include: confidential clinical consultation and support, financial consultation services, childcare and eldercare assistance, pet care assistance, legal consultation services, and online member services.

### **Employee Personal Insurance Discounts**

Anna Maria College offers a program for employees to receive automobile and homeowner's or renter's insurance at discounted rates through Liberty Mutual Insurance Company. Through this program, employees receive a group discount rate for auto insurance.

### **Allstate Privacy Armor**

In today's digital era, data is one of our most valuable resources and often, this data falls into the wrong hands. We take security very seriously for our institution and our employees. That's why we're happy to offer you advanced identity protection powered by enterprise-level proprietary technology and information security.

You'll receive alerts for credit inquiries, accounts opened in your name, compromised credentials, security breaches, and more. When you elect family coverage, enrolling your family extends that protection to anyone in your household. If something bad happens, you have a dedicated Privacy Advocate® available 24/7 to fully manage your recovery and restore your identity. In addition, with a \$1 million identity theft insurance policy†, your identity is fully protected.

*\*Please note that benefits listed are available to employees based upon eligibility criteria.*