

FISHER COLLEGE - OVERVIEW OF EMPLOYEE BENEFITS (page 1)

March 2022

BENEFIT	DESCRIPTION	ELIGIBILITY	COST
HEALTH INSURANCE	United Health Care: HMO Basic (Co-payment – \$30/45) \$500 individual /1,000 family deductible; co-insurance paid by supplemental insurance after deductible reached. PPO plan is also offered.	All full-time employees (effective 1 <sup>st</sup> day of the month following 30 days)	Employee Costs per Month: HMO: Individual: \$216.13; Individual + 1: \$454.17; Family: \$565.69 PPO: Individual: \$229.89; Employee + 1: \$483.09, Family: \$601.72
DENTAL INSURANCE	United Health Care (preventative, basic & major)	All full-time employees (no waiting period, eligible on 1 <sup>st</sup> day of employment)	Employee pays 100% of premium for all plans. Employee Costs: Employee: \$51.82; Employee + 1: \$108.14; Family: \$145.60 Premiums are pre-tax. Benefit maximum is \$1,500 per calendar year.
VISION CARE	Humana Vision Care Program (\$10 Co-payment)	All full-time employees (effective 1 <sup>st</sup> day of the month following 30 days)	Employee Costs per Month: Employee: \$1.78; Employee+1: \$3.55; Family: \$5.30. Premiums are pre-tax.
LIFE INSURANCE and AD&D (optional Supplemental Life coverage is available)	Hartford Insurance – coverage is 2x employee base salary up to \$400,000. Per IRS regulations, employees must pay imputed income on life insurance benefits in excess of \$50,000.	All full-time employees (effective 1 <sup>st</sup> day of the month following 60 days)	Fisher pays full premium for basic life and AD&D. Employee pays taxes on coverage over \$50,000). Employee may purchase additional coverage for themselves, spouse or dependents.
SHORT-TERM DISABILITY INSURANCE	Hartford Insurance – coverage is 60% of base salary up to a maximum benefit of \$1,500/wk. Benefit begins 1 <sup>st</sup> days of accident, 8 <sup>th</sup> day of illness for a maximum of 13 weeks	All full-time employees (effective 1 <sup>st</sup> day of the month following 60 days)	Fisher pays 100% of premium (Employee pays income taxes on benefits received)
LONG TERM DISABILITY	Hartford Insurance – coverage is 60% of base salary up to a maximum benefit of \$6,000/mo. Benefit begins after 13 weeks of disability.	All full-time employees (effective 1 <sup>st</sup> day of the month following 30 days)	Fisher pays 100% of premium (Employee pays income taxes on benefits received)
LONG TERM CARE	UNUM Insurance – Coverage options are \$1,000-\$9,000 monthly benefit for 3,5 or 6 years. Premiums are based on age and plan selected.	All full-time employees (effective 1 <sup>st</sup> day of the month following 30 days)	Employee pays 100% of premium for all plans. Premiums are post-tax. Employee spouse, parents, in-laws and siblings may enroll. Direct bill to family members.
AFLAC	Accident, Cancer, Supplemental Dental, Hospitalization, and Short Term Disability Insurance	All full-time employees (no waiting period, eligible on 1 <sup>st</sup> day of employment)	Employee pays 100% of premium for all plans. Premiums are pre-tax.
RETIREMENT PLAN (Fisher College 403(b) DC Retirement Plan)	403(b) Plan – Fisher will match all contributions up to 5% of the employee’s eligible salary	All employees (no waiting period, eligible on 1 <sup>st</sup> day of employment). Student employees are not eligible.	Employee elects to contribute up to IRS deferral limits of Pre and/or Post-tax dollars. Fisher matches the first 5% of eligible contributions.
PARKING PLAN	Currently \$150 per month per quarter. limited parking on-site or at the Motor Mart Garage, 201 Stuart Street.	All employees (no waiting period, eligible on 1 <sup>st</sup> day of employment).	Payment is through payroll deduction and is pre-tax.

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MBTA PASSES	Order MBTA Passes through the Payroll office		All employees (no waiting period, eligible on 1 <sup>st</sup> day of employment).	Fisher pays 25% of passes, employee pays 75% of passes. Payment is through payroll deduction and is pre-tax up to IRS limits.
TUITION REMISSION	Tuition free courses at any Fisher location		All full-time employees, their spouse and children up to age 25 (1 year waiting period). Adjunct faculty after teaching 4 credit bearing courses and 1 year of service.	Employee only pays fees and textbook costs. Tuition is paid by Fisher College.
TUITION EXCHANGE PROGRAM (CIC AND TEP).	Tuition free courses at any CIC or TEP participating college/ university.		All full-time employees, their spouse and dependent children (1 year waiting period.)	Employee only pays fees and textbook costs. Tuition is paid by Fisher College.
TUITION REIMBURSEMENT	Tuition reimbursement from an approved institution of a maximum \$2,500 per academic year.		All full-time employees (1 year waiting period).	Employee pays fees and textbook costs. Employee is reimbursed after successfully completing the course and showing proof of payment.
AUTOMOBILE AND HOME INSURANCE	Liberty Mutual gives a discount on Automobile and Home Insurance		All employees (no waiting period, eligible on 1 <sup>st</sup> day of employment).	Employee pays premiums directly to Liberty Mutual.
VACATION TIME	All full-time staff employees accrue a maximum of 10 days of vacation per year from 1 <sup>st</sup> to 5 <sup>th</sup> year, 15 days of vacation from 6 <sup>th</sup> to 10 <sup>th</sup> year, 20 days of vacation after 10 years. Accrual is from July 1 to June 30. Vacation time may not be carried over.		All full-time staff employees Accrual begins on 1 <sup>st</sup> day of employment, must wait 6 months to use vacation time.	None
SICK TIME	All full-time employees accrue a maximum of 10 days. Part-time employees accrue up to the maximum number of weekly hours budgeted to their position.		All full-time staff employees and part time staff employees. Accruals begin on the first day of employment, employees must wait 90 days to use sick time.	None

HOLIDAY TIME	11 paid holidays per year. Part-time employees receive pay in proportion to regularly scheduled hours for their position.		All full and part-time non adjunct employees	None
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