

# PACKER

## Summary of Employee Benefits

The Packer Collegiate Institute is committed to providing high-quality benefits and programs designed to meet the needs of faculty and staff. Employees working at least 30 hours per week are eligible for medical, dental, vision and prescription insurance coverage. Eligible employees receive basic life insurance, accidental death and dismemberment insurance, New York State Paid Family Leave, and short-term and long-term disability insurance. Additional optional benefits include Flexible Spending Accounts, Citi Bike, Spring Health, Retirement Plans, and Commuter Benefit Plans.

**Medical Insurance** Packers offer medical insurance through United HealthCare Oxford. Employees may choose from four plans offered by Oxford Liberty or Oxford Freedom Plan. Packer pays most of the cost of employee-only medical insurance offered by the Liberty plans and offers a Freedom EPO and PPO plan at additional cost. Family plans, Employee/partner or spouse and Employee/child plans are available for an additional cost.

If you decide to enroll in the Health Savings Account medical plan, Packer will contribute a portion of your deductible into your HSA account. Employees may waive medical coverage but need to show proof that you have coverage elsewhere. Employees will receive a monthly medical waiver.

**Dental Insurance** Packer utilizes Guardian Insurance Company to provide dental benefits to employees. Employees have two dental plans to choose from: The Managed Dental Guard Plan (DMO) or The Dental Guard Preferred Plan (PPO). There is no charge for employee-only coverage. Family plans are available for an additional cost.

**Vision Insurance** Guardian provides Packer's vision insurance plan; the network is through Davis Vision. There is no charge for employee-only coverage. Family coverage is available for an additional cost.

**Mental Wellness Benefit** Packer offers all full-time employees personalized mental wellness benefits provided by Spring Health through Guardian Insurance Company.

**Basic Life Insurance** is offered through UNUM. The plan provides financial protection for employee beneficiaries by paying a benefit in the event of their death equal to 100% of base salary. Life Insurance and Accidental Death and Dismemberment coverage premiums are paid by Packer

**Disability Insurance** is offered through Hartford. Packer's short-term and long-term disability plan is a fully insured benefit that is designed to replace a portion of lost income in the event of injury or illness resulting in a disability. Disability plan premiums are paid entirely by Packer.

**New York State Paid Family Leave** All full-time employee and part-time employees working 20 hours or more are eligible, after 26 weeks of employment, to participate in New York State Paid Family Leave. Employees can take up to 12 weeks of paid leave.

Employees are paid 67% of the New York State Average Weekly Salary. Packer pays the full cost of the insurance premium.

**Retirement** Packer's retirement plan is a Defined Contribution 403b Retirement Plan. The plan provides retirement benefits and saving opportunities to eligible participants through TIAA. Upon satisfaction of a one-year service requirement, Packer contributes 4% of salary and matches up to 3% of elective contributions.

Packer offers a Tax Deferred Annuity 403(b) Retirement Plan. Most employees are eligible to participate. Employee contributions are through pre-tax salary reduction to TIAA. A Roth option is available.

Packer also offers a deferred compensation 457(b) Retirement Plan to designated employees of the School. Eligible employees must meet specific plan requirements.

**Flexible Spending** Packer provides employees with Flexible Spending Accounts administered through The Preferred Group. Flexible Spending Accounts allow for out-of-pocket expenses for health care and dependent care to be paid for on a pre-tax basis.

**Qualified Commuter Benefit Plan** Employees may enroll in a Commuter Benefit Plan to pay for qualified workplace mass transit and parking expenses with pre-tax dollars. The provider of the Commuter Benefits plan is Benefit Resources Inc.

**Citi Bike Membership** Packer covers the annual membership cost of Citi Bike for full-time employees. The first 45 minutes of each ride on a classic Citi Bike are included in the annual membership price.

**Sick Days/ Personal Days** All full-time faculty and staff are eligible for 10 sick days and 3 personal days annually. Part-time employees are offered sick and safe time off through the New York City Safe and Sick Time Act.

**Food Service** Packer Food Service offers breakfast, snacks, and lunch throughout the school day. Morning snack and lunch are free for employees. Employees may fund additional food service expenses through automatic payroll deductions.

**Payday and Paychecks** All employees are paid semi-monthly on the fifteenth and the last business day of the month. Salary is divided by 24 pay-periods.

**Professional Development** Packer has abundant resources to help our employees develop skills that support academic and institutional excellence. Opportunities include summer curriculum and grants, professional development funds for faculty and staff career and skills development, and annual stipend awards for teaching faculty.

**Tuition Benefits** Children of employees attend Packer under the same financial arrangements as other students. Financial aid is need-based, and awards are determined annually by an application and supporting tax documentation.

*Updated January 2025*