

BENEFITS AT A GLANCE - FACULTY

3/11/2015

BENEFIT	WHO PAYS	WHO IS ELIGIBLE	WHEN ARE YOU ELIGIBLE	BENEFITS OVERVIEW
Group Medical Insurance	You and The College	Full time employees	Upon Hire	Harvard Pilgrim Health Care: Best Buy HMO 2000, Best Buy PPO 2000 or Best Buy HSA PPO Plan options. Employee cost per month: HMO Individual-\$129.40/Dual-258.80/Family-\$388.22 PPO Individual-\$153.08/Dual-\$306.18/Family-\$459.26 HSA PPO Individual-\$148.56/Dual-\$297.12/Family-\$445.68
Group Dental Insurance	You and The College	Full time employees	Upon Hire	Guardian DentalGuard Preferred PPO: Option 1 (High) and Option 2 (Low) Employee Cost per month: High Individual-\$28.04/Family-\$81.50 Low Individual-\$19.46/Family-\$56.56
Group Life Insurance	The College	Full time employees	Upon Hire	Guardian: Two times annual salary to a maximum of \$300,000.00
Short Term Disability Policy	The College	Full time employees	After 6 months of employment working a minimum of 20 hours per week	Short Term Disability Pay is 60% of normal weekly salary up to a maximum of \$5,000.00 per week up to a maximum of 180 calendar days
Long Term Disability Insurance	The College	Full time employees	After qualifying period of 180 calendar days on Short Term Disability	Guardian: 60% of the normal monthly salary up to a maximum of \$10,000.00 per month
Critical Illness	The College	Full time employees	Upon Hire	\$2,000.00 benefit for first occurrence of specific illness
College Retirement Plan 403 (b) with College Match	You and The College	Full time employee and Part time employees	First of the month after two consecutive years of service of 1000 hours or more per year. (If coming directly from employment with an eligible educational Institution, time may be applied toward two years of service.)	TIAA-CREF: Defined contribution Plan. Employee contributes 2.5% of eligible salary to receive the College match of 8.5%. One-on-one consultations available thru TIAA-CREF.
College Retirement Plan 403 (b)	You	Full time employees and Part time with a minimum of 20 hours per week	Upon Hire If scheduled to work a minimum of 1000 hours a year.	TIAA-CREF: Tax-Deferred Annuity Plan. Employee may contribute pre-tax eligible salary. One-on-One consultations available thru TIAA-CREF.
Merrimack College Tuition	You and The College	Full Time employees	Upon Hire	Employees may attend up to three courses tuition free per semester. Spouses and children (to age 25) are eligible for tuition remission for undergraduate courses or professional education according to length of service and position classification.
Employee Assistance Program	The College	All employees	Upon Hire	Guardian/WorkLifeMatters: EAP provides confidential counseling for emotional & mental health, financial, work-related, family & substance abuse.