Fringe Benefits
Full-Time NIACC Employees
2014-2015
(updated 7/16/14)

Benefit	Description
Medical	Blue Cross/Blue Shield Copay 500 with Alliance Select (includes eye exam) Delta Dental Plan *Individual - $9.97 per month* *Family - $241.01 per month*
Eye Hardware	Optional benefit paid by employee: *Employee - $6.70 per month* *Employee + Spouse - $12.66 per month* *Employee + Child(ren) - $13.80 per month* *Employee + Family - $17.75 per month*
Life Insurance	2x annual salary
Long Term Care	Optional benefit - rates available from independent rep.
AFLAC	Optional benefit – rates available from independent rep.
403(b) Plan	NIACC participates in the Retirement Investors Club with employees able to invest with automatic salary reductions.
Retirement	IPERS or TIAA-CREF *Employee Contribution: 5.95%* *Employer Contribution: 8.93%*
Retirement Incentive Program	Age 59 with 10 or more years of service with the College.
Sick Leave	15 days per year cumulative to 105 days
Vacation Leave	Varies per employee category agreement and years of service.
PayFlex Benefit	Dependent Care limit: $5,000.00 Medical Expense limit: $2,500.00
Tuition Reimbursement	Maximum of $5,250.00 per calendar year. *Undergraduate - $279.00 per semester hour* *Graduate - $459 per semester hour* Tuition only expenses reimbursed upon successful completion with accredited institutions.
Dependent Tuition Reimbursement	85% of NIACC tuition expenses reimbursed upon successful completion after financial aid awards applied.
EAP	Free – Mercy EAP
Recreation Center	Free to employees.
Wellness Events	Free monthly chair massages, Poker Walk, Triathlon, and other Wellness challenges!
Service Awards	In 5 year increments, starting at 5 years of full-time Board-approved employment.
ACE Credit Union	Available loans and savings accounts.