

## 2023-2024 Fringe Benefits for Full-Time NIACC Employees

<i>Benefit</i>	<i>Description</i>
Medical	<p style="text-align: center;"><b>Blue Cross/Blue Shield PPO</b> (includes eye exam) plus <b>Delta Dental Plan</b></p> <p style="text-align: center;"><i>Individual - \$65.96 per month</i> <i>Family - \$529.87* per month</i></p> <p style="text-align: center;"><i>(*An additional \$125 per month spousal surcharge applies when other coverage available)</i></p>
Eye Hardware	<p style="text-align: center;">Optional benefit paid by employee: <i>Employee - \$7.11 per month</i> <i>Employee + Spouse - \$13.43 per month</i> <i>Employee + Child(ren) - \$14.64 per month</i> <i>Employee + Family - \$18.83 per month</i></p>
Life Insurance & Disability	<p style="text-align: center;">Life Insurance of 2x annual salary LTD premiums paid by the College.</p>
Long Term Care AFLAC	<p style="text-align: center;">Optional benefit - rates available from independent rep. Optional benefit - rates available from independent rep.</p>
403(b) Plan	<p style="text-align: center;">NIACC participates in the State of Iowa's <i>Retirement Investors Club (RIC)</i> with employees able to invest above and beyond the IPERS or TIAA plan.</p>
Retirement	<p style="text-align: center;">IPERS or TIAA <i>Employee Contribution: 6.29%</i> <i>Employer Contribution: 9.44%</i></p>
Retirement Incentive Program	<p style="text-align: center;">Age 59 with 10 or more years of service with the College.</p>
Sick Leave	<p style="text-align: center;">15 days per year cumulative to 105 days</p>
Vacation Leave	<p style="text-align: center;">Varies per employee category agreement and years of service.</p>
PayFlex Benefit	<p style="text-align: center;">Dependent Care limit: \$5,000.00 Medical Expense limit: \$2,700.00</p>
Tuition Reimbursement	<p style="text-align: center;">Maximum of \$5,250.00 per calendar year (up to IRS limit) <i>Undergraduate - \$376.00 per semester hour</i> <i>Graduate - \$626.00 per semester hour</i> Tuition-only expenses reimbursed upon successful completion with accredited institutions.</p>
Dependent Tuition Reimbursement	<p style="text-align: center;">100% of NIACC tuition expenses reimbursed upon successful completion after financial aid awards applied.</p>
EAP	<p style="text-align: center;">Free - <i>Connections Employee Assistance Program</i></p>
Recreation Center	<p style="text-align: center;">Free to employees.</p>
Wellness Events	<p style="text-align: center;">A variety of wellness events are offered throughout the year and are open to participation by all employees.</p>
Service Awards	<p style="text-align: center;">In 5-year increments, starting at 5 years of full-time Board-approved employment.</p>
ACE Credit Union	<p style="text-align: center;">Available loans and savings accounts.</p>