

Policy Title: Employee Benefits

Impact: Benefits Eligible Employees

Responsibility: Human Resources

Effective Date: 03/22/00

Last Update: 01/19/22

Relates to Procedure: 3.02.17.01 and 3.02.17.02

Legal Citation(s):

I. Policy Narrative

North Idaho College demonstrates a commitment to attracting and retaining qualified employees by offering a competitive employee benefits package.

The core benefits for benefits eligible active employees include the following:

- A. Medical, Dental, and Vision Insurance
- B. Flexible Spending Account (FSA) – medical and dependent care
- C. Life and Accidental Death & Dismemberment (AD&D) insurance
- D. Short-term and Long-term Disability insurance
- E. Tax-advantaged medical accounts (may include: Health Reimbursement Account (HRA), Health Savings Account (HSA))
- F. Employee Assistance Program (EAP)
- G. Wellness program
- H. Retirement Plans
- I. Public Employees Retirement System of Idaho (PERSI)– Idaho Statue 33-107A - Classified employees
- J. Optional Retirement Plan (ORP) - All other benefits eligible employees
- K. Paid Leave Benefits

The benefits listed above are in addition to applicable required state and federal benefit programs such as unemployment insurance, social security, COBRA, and workers compensation.