

## **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):**

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### **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.