

## ACOM EMPLOYEE – BENEFITS

**ACOM strives to offer a comprehensive and competitive benefits package to promote health and financial wellness for faculty and their families. Please see below for a summary of the benefits available to faculty.**

HEALTH & WELLBEING	Plan	Eligibility		Effective	Coverage	Payment
		Full-Time	Part-Time			
	Medical Insurance – PPO	X	X	First day of month following hire or status date change for all .5 FTE or greater employees	Health plan administered by Blue Cross. Combines the use of deductibles, coinsurance and co-pays. Spousal carve out; spouse cannot be eligible for group medical	Pre-tax premiums payroll deducted
	Medical Insurance - HDHP	X	X	First day of month following hire or status date change for all .5 FTE or greater employees	Health plan administered by Blue Cross. Combines the use of deductibles, coinsurance and co-pays. Spousal carve out; spouse cannot be eligible for group medical	Pre-tax premiums payroll deducted
	Dental Insurance	X	X	First day of month following hire or status date change for all .5 FTE or greater employees	Dental plan administered by Delta Dental. Provides for preventive and restorative coverage up to \$1500 per person per year	Pre-tax premiums payroll deducted
	Vision Insurance	X	X	First day of month following hire or status date change for all .5 FTE or greater employees	Vision plan administered by VSP. Provides coverage for annual eye exam and coverage for frames, lenses or contact lens allowance	Pre-tax premiums payroll deducted
	Employee Assistance Program (EAP)	X	X	Immediately for all employees	Confidential program provides three counseling sessions to employee and immediate family members, one legal consult and one financial consult per calendar year.	FREE  Benefit covered by ACOM

PERSONAL & SURVIVOR PROTECTION	Plan	Eligibility		Effective	Coverage	Payment
		Full-Time	Part-Time			
	Short-Term Disability Insurance (STD)	X	X	First day of month following hire or status date change for all .5 FTE or greater employees	Income protection of 66.67% of weekly gross salary (\$1,250 maximum). Benefit payable after 14 days of a covered disability	Post-tax premiums payroll deducted
	Long-Term Disability Insurance (LTD)	X	X	First day of month following hire or status date change for all .5 FTE or greater employees	Income protection of 60% of gross monthly salary (\$5,000 maximum). Benefit payable after 90 days of a covered disability	Post-tax premiums payroll deducted
	Life Insurance (Basic Life Limited to .8 FTE and above)	X	X	First day of month following hire or status date change for all .5 FTE or greater employees	Benefit amount 1 times annual base salary up to \$100,000 max	FREE
	Flexible Spending Accounts	X	X	First day of month following hire or status date change for all .5 FTE or greater employees	The dependent care and healthcare accounts allow you to use pre-tax dollars to pay for dependent care expenses and healthcare expenses.	Pre-tax premiums payroll deducted
RETIREMENT	Voluntary Benefits	X	X	First day of month following hire or status date change for all .5 FTE or greater employees	Additional policies available to purchase, including Whole Life, Critical Illness, Accident, Cancer, and ICU.	Premiums payroll deducted
	Plan	Eligibility		Effective	Coverage	Payment
		Full-Time	Part-Time			
	Deferred Compensation Plan 457(b) Automatic Enrollment	X	X	First day of employment	Plan through Lincoln automatically enrolls after 60 days of employment. Starts at 3%, increasing by 1% each January 1 <sup>st</sup> after full year of employment, up to 8%. May withhold up to \$23,500.	Pre-tax premiums payroll deducted  Opt-out offered
	Defined Contribution 401(a) Plan	X	X	First day of employment	Plan through Lincoln. ACOM will contribute 5% of your biweekly gross earnings. If participating in 457(b) plan, ACOM will match 50% of deferral, up to a maximum employee deferral of 5%.	FREE  Benefit covered by ACOM

ADDITIONAL BENEFITS	Plan	Eligibility		Effective	Coverage	Payment
		Full-Time	Part-Time			
	CME/Professional Development	X		Faculty Member must have completed six (6) months employment and be a .8 or greater FTE	Funds may be used for registration, hotel, food and travel. Must be approved by Chair/Supervisor. \$3,500/year plus 5 days.	FREE  Benefit covered by ACOM
	Living Well Fitness Center	X	X	Upon hire date	24-hour Southeast Health fitness center offering a variety of classes such as yoga, Pilates, Zumba and circuit training	Affordable membership rates provided

PAID LEAVE & CAMPUS CLOSURES	Benefit	Eligibility		Effective	Details
		Full-Time	Part-Time		
	Vacation	X	X	Accrual begins immediately	Accrual of .05775 per hour paid (4.62 hours per 80-hour pay period). Annual accrual of 120 hours. Maximum accrual of 320 hours.
	Sick Leave	X	X	Accrual begins immediately	Accrual of .0385 per hour paid (up to 80 hours max per pay period.)
	Bereavement Leave	X	X	Available after three months of employment	24 hours of bereavement pay from the day of death through the day after the funeral for the days missed if scheduled.
	Personal Leave Pay	X		First day of employment	16 hours of personal leave per calendar year for use at the discretion of the employee and approval of immediate supervisor. Must be taken in 8-hour increments and time will not carry over to the next fiscal year.
	Holidays	X	X	ACOM recognizes eleven (11) paid holiday days	The Medical School recognizes: New Year's Day, Martin Luther King, Jr., Presidents' Day, Memorial Day, Juneteenth, Independence Day, Labor Day, Veterans Day, Thanksgiving (Thursday and Friday), Christmas and all related shutdowns as approved by the Dean.
	Dean's Days	X	X	First day of employment	Other holidays and school closings will be recognized at the discretion of the Dean. These days do not count against an employee's vacation, sick, or personal days.