

Policy

Policy # 3.02.17

Effective Date 3/22/00

<i>(Impact Area - Dept Name)</i> Employees	<i>(General Subject Area)</i> Conditions of Employment	<i>(Specific Subject Area)</i> Fringe Benefits
	Author: Michael Burke, President	Supersedes Policy # 3.02.17
Relates to Procedure #	Impact:	
Legal Citation (if any):		
<i>North Idaho College</i>		

Policy Narrative

[Page 1 of 2]

FRINGE BENEFITS

North Idaho College is committed to attracting and retaining the most qualified faculty and staff possible. Toward this end, the College offers a competitive package of fringe benefits. Some employee positions are benefited, while others are not. In general, North Idaho College employees who are employed 50 percent of full-time or greater, for five months or more, are entitled to participate in the North Idaho College benefits program. While some features of this benefit program will vary, major components include the following:

1. State and Federal Benefits

The college participates in a variety of state and federal benefit programs including Social Security, Workman's Compensation, Unemployment Insurance, and the Public Employees Retirement System of Idaho.

2. Medical and Life Insurance

North Idaho College provides a comprehensive health and life insurance program. Program benefits, costs, and coverage's vary and are set annually through the college's meet and confer and budget processes.

3. Professional Liability Insurance

North Idaho College provides professional liability insurance for all employees, officers, and board of trustees members.

4. Retirement Plans

State regulations determine which North Idaho College employees are eligible to participate in the Public Employees Retirement System of Idaho (PERSI). All other benefited employees are covered by one of several optional retirement programs (ORPs).

5. Continuation of Insurance Benefit

As provided in the procedures section of this policy, North Idaho College employees who meet the eligibility requirements may remain as members of the college medical insurance program.

6. Early Retirement Incentives

At its sole discretion, North Idaho College may from time to time offer special early retirement incentives to its employees. The eligibility criteria, eligibility periods, and incentives for early retirement shall be determined by the college and will be announced as early retirement incentive programs become effective.

7. Miscellaneous Benefits

North Idaho College offers employees tuition waivers and free admissions to college events as specified in the procedures section of this policy.