



ASSUMPTION COLLEGE

Employee Benefit Summary

Effective November 1, 2018

BENEFIT	HOURS NEEDED TO QUALIFY			COVERAGE EFFECTIVE
Health Plans	30 Hours per Week			Date of Hire
	Annually			Coverage Effective
	>1000	1000-1500	1500+	
Dental Plan		<input type="checkbox"/>	<input type="checkbox"/>	First of Month Following Date of Hire
Vision Plan		<input type="checkbox"/>	<input type="checkbox"/>	First of Month Following Date of Hire
403(b) Plan	All Employees Are Eligible			First of Month Following Date of Hire
403(b) Match - Faculty		<input type="checkbox"/>	<input type="checkbox"/>	Upon Enrollment
403(b) Match - Staff /Administration		<input type="checkbox"/>	<input type="checkbox"/>	After One Year of Service **
Flexible Spending Accounts		<input type="checkbox"/>	<input type="checkbox"/>	Annual Open Enrollment
Sick Time*	All Employees Are Eligible			Date of Hire
Short Term Disability		<input type="checkbox"/>	<input type="checkbox"/>	After One Year of Service
Tuition Remission-Staff & Administration	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	1st semester following date of hire
Tuition Remission-Faculty			<input type="checkbox"/>	1st semester following date of hire
Tuition Remission Spouse/Dependent			<input type="checkbox"/>	1st semester following one year of service
Tuition Exchange			<input type="checkbox"/>	CIC TEP: 1 Year Wait Tuition Exchange: 3 Year Wait
Life Insurance 2x Annual Salary			<input type="checkbox"/>	First of Month Following Date of Hire
Long Term Disability			<input type="checkbox"/>	First of Month Following Date of Hire
Employee Assistance Program		<input type="checkbox"/>	<input type="checkbox"/>	Date of Hire
Holidays		<input type="checkbox"/>	<input type="checkbox"/>	Date of Hire
Vacation Staff		<input type="checkbox"/>	<input type="checkbox"/>	Date of Hire
Vacation Administration		<input type="checkbox"/>	<input type="checkbox"/>	First of Month Following Date of Hire
Miscellaneous Benefits & Discounts	All Employees Are Eligible			Date of Hire <i>See benefits page on portal at my.assumption.edu</i>

* Accrual Rates Vary

** Credit may apply for prior service with other institutions



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Benefit Summary Details

Effective November 1, 2018

Health Plans	Employee pays 25% of premium	College pays 75% of premium
Dental Plan	Employee pays 100% of premium	
403(b) Match	1st 5% matched at 100% + additional 4%	Maximum match 9%
Sick Time	Employees working under 1000 per year accrue sick time at 0.340 per paid hour	Caps at 40 hours
	Employees working over 1000 per year accrue sick time at 0.462 per paid hour	Caps at 65 days
Staff Vacation Accrual		
Service years 0-5	.0385 per hour	2 weeks per year or equivalent
Service years 6-10	.0577 per hour	3 weeks per year or equivalent
Service years 11 or more	.0769 per hour	4 weeks per year or equivalent
Administration Vacation Accrual		
	1.67 days per month or .0769 per hour	20 days/4weeks per year or equivalent
Holidays	13 paid holidays	

For questions regarding any College Sponsored benefits, please contact the Office of Human Resources at 508.767.7318.