



2023 Benefits Package

(Effective 1/1/2023 thru 12/31/2023)

Funding of Your Benefits through the PlanSource online benefits enrollment system

The 2023 annual Defined Contribution amounts provided to you by Saint Joseph's College include:

Single EE	\$ 8,550
With Spouse/LDA	\$17,100
With Child(ren)	\$14,070
Family/LDA	\$17,310
Waive: No Medical	\$ 500

Benefits Offered on the Exchange

Harvard Pilgrim	Medical Insurance
The Standard	Dental Insurance
The Standard	Vision Insurance
The Standard	Employer-Paid (\$25K) Life Insurance
The Standard	Employer-Paid (\$25K) AD&D Insurance
The Standard	Employee Supplemental Life Insurance
The Standard	Spouse Life Insurance
The Standard	Child Life Insurance
The Standard	Long Term Disability
Health Advocate	Employee Assistance Program (EAP)

Group Dynamic	Dependent Care Flexible Spending Account
Group Dynamic	Medical Flexible Spending Account
Group Dynamic	Health Savings Account
Hyatt Legal	Legal Plans
ID Watchdog	Identity Theft Protection
Unum	Accident Insurance
Unum	Critical Illness Insurance
Unum	Spouse Critical Illness Insurance
Unum	Hospital Indemnity Insurance
Nationwide	Pet Insurance

Benefit Plan Eligibility on the Exchange

- Employees who work 30 or more hours per week are eligible for the defined contribution and any of the benefits offered on the exchange.
- Employees who work 24 - 29 hours per week are eligible for any of the benefits offered on the exchange with no defined contribution.
- Employees working less than 24 hours per week are not eligible for any benefits offered on the exchange.



Additional Benefit Offerings

Time Off

- Earned Time (Regular Full-time Staff, Regular Part-time Staff and 12M Faculty)
- Maine Earned Paid Leave (employees eligible based on defined Maine law)
- Paid Holidays (Regular Full-time Staff, Regular Part-time Staff and 12M Faculty)

Wellness

- Employee Assistance Program (All Employees)
- Health & Wellness Programs (All Employees)
- Four Hours Paid Time for Routine Preventive Services (Regular Full-time Hourly Staff)

Leaves

- Long Term Illness (Regular Full-time Staff and 12M Faculty)
- Short Term Medical Leave (Full-time Faculty)

Education

- Tuition Remission (Regular Full-time Staff and Faculty)
- Tuition Exchange (Regular Full-time Staff and Faculty)
- Educational Assistance Benefit Plan (Full-time Faculty)
- Tuition Remission Part-time Nursing Clinical Faculty

Group Discount Insurance

- Personal Lines of Insurance (All Employees)

Retirement:

- 403(b) Retirement Savings Plan
 - Discretionary College Contribution (Regular Full-time)
 - Individual Contribution (All Employees)