



2023 BENEFITS AT A GLANCE

MEDICAL	Aetna Managed Choice POS (Open Access) High Deductible Health Plan (HDHP). The College generously contributes to the monthly HDHP premium costs on behalf of participating employees. In addition, the College will open for most employees who enroll in the plan, a Health Savings Account (HSA). The HSA allows eligible employees to contribute to their accounts on a pre-tax basis and to use the funds for their health care needs. In addition, in most cases, the College will also make a contribution to the employee's HSA. The HDHP is most effectively utilized by employees as an "in-network" plan. For those with consistent out-of-network needs, the College offers an alternative non-HSA plan.
DENTAL	Aetna Dental PPO Plan. This Aetna Dental plan provides services for Preventative, Basic and Major dental care up to \$2,500 per year per covered individual and \$1,000 for Orthodontic Services for those enrolled under 19 years old. Also offers in and out-of-network coverage.
VISION	EyeMed Vision Plan. This EyeMed Vision plan includes an annual eye exam for a \$10 copay, lenses for a \$25 copay and a \$120 allowance for Frames. Services are available in and out-of-network.
PRE-TAX SAVINGS ACCOUNTS	Health Care Flexible Spending Account (FSA) Set aside funds through payroll deductions pre-tax to use for eligible healthcare expenditures. This plan includes a \$570 "rollover benefit" and is administered by BRI . Limited Purpose FSA (LP-FSA). A Limited Purpose FSA is offered to those employees with an HSA seeking additional pre-tax benefits. Set aside funds through payroll deductions pre-tax to use to pay vision & dental expenses. This plan includes a \$570 "rollover benefit" and is administered by BRI . Transit/Commuter Benefit Account. Set aside funds through payroll deductions pre or post-tax to be used for eligible transit and parking expenses related to your regular daily commute to home and work this Transit and Commuter plan is administered by BRI . TIAA Supplemental Retirement Account. Set aside funds through payroll deductions pre-tax to a Supplemental Retirement Account administered by TIAA-CREF .
BASIC TERM LIFE INSURANCE	As an active full-time employee of St. Francis College, you have access to a life insurance policy through Mutual of Omaha and paid for by St. Francis College. The Life Benefit Amount is an amount equal to 2 times your annual salary up to \$300k.
VOLUNTARY TERM LIFE INSURANCE	St. Francis College provides the opportunity to purchase Supplemental Life Insurance for yourself, your spouse and your dependent children through Mutual of Omaha .
SHORT AND LONG TERM DISABILITY INSURANCE	All employees of St. Francis College have access to short-term disability insurance paid for by the College. In addition, full-time employees have access to a long-term disability plan that is also fully paid for by the College. These plans are provided through Mutual of Omaha .
EMPLOYEE ASSISTANCE PROGRAM	Employees and their families have access to Mutual of Omaha's Employee Assistance Program (EAP) 24 hours a day, seven days a week. The EAP assists employees and their families with personal and job-related concerns, including emotional well-being, family and relationships, legal and financial and more. Click here for more information.
BenefitsVIP® 866.293.9736 Solutions@benefitsvip.com	BenefitsVIP® is St. Francis College's personalized advocacy team there to answer all of your questions related to employee benefits. BenefitsVIP® is a powerful, one-stop contact center staffed by seasoned benefits advocates ready to help you and your family regarding employee benefits.
RETIREMENT PLAN	St. Francis College offers a 403(b) Defined Contribution Plan with TIAA . The College currently contributes 10% of an eligible employee's base salary and employees are 100% vested once the College's contribution begins.
TUITION BENEFITS	St. Francis College appreciates and promotes the value of education. As such, the College offers various programs to assist eligible employees who wish to further their studies. Certain benefits are also made available to dependent children of employees.
PROFESSIONAL DEVELOPMENT	In support of continued learning, St. Francis College offers significant professional development opportunities, including LinkedIn Learning, which is provided to all St. Francis College employees at no cost. Please visit the College's LinkedIn Learning Resource page here .
WORK-LIFE BALANCE	St. Francis College provides a significant amount of leave time to employees to promote work-life balance, including a generous number of paid holidays and a "summer Fridays" schedule.



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CONTACTS

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Aetna Medical <ul style="list-style-type: none">• Member Services• Informed Health Line• Pharmacy Management• Prescription Home Delivery	800.962.6842 800.556.1555 888.792.3862 800.227.5720	www.aetna.com
PayFlex HSA	844.PAYFLEX 844.729.3539	www.payflex.com
Aetna Dental	877.238.6200	www.aetna.com
EyeMed Vision Care	866.723.0513	www.eyemedvisioncare.com
Benefit Resource Inc. (BRI) <ul style="list-style-type: none">• FSA• Commuter Benefit Program (Parking/Transit)• HRA Benefits	800.473.9595	www.benefitresource.com www.briweb.com
Mutual of Omaha <ul style="list-style-type: none">• General Services• Life Claims• Disability Claims– Faculty• Life Conversion• Life & Long-Term Disability Portability• Travel Assistance• Maxon Disability Claims– Non-Faculty Staff<ul style="list-style-type: none">• Paid Family Leave & DBL	800.769.7159 800.775.8805 Fax: 402.997.1995 800.877.5176 800.826.8054 877.466.8367 800.856.9947 800.999.3309	www.mutualofomaha.com newyorkservice@mutualofomaha.com
Mutual of Omaha - Employee Assistance Program	800.316.2796	www.mutualofomaha.com/eap
TIAA-CREF	800.842.2252	SFC Microsite Enroll.tiaa-cref.org/stfranciscolllege
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