



FACULTY AND STAFF

BENEFITS SUMMARY

Rivier University offers a collaborative work environment, a dynamic culture, and a wide range of employee benefits. Faculty and staff work together to further our mission of transforming hearts and minds to serve the world.

HEALTH BENEFITS

Harvard Pilgrim Health Care offers three plan options with prescription drug coverage.

Northeast Delta Dental offers a dental plan with vision and hearing discounts.

Employee Wellness Program

RETIREMENT BENEFITS

403(b) Retirement Savings TIAA

- Defined contribution plan with generous employer match
- Supplemental tax annuity plan
- After-tax contribution plan
- Vested immediately

ADDITIONAL BENEFITS

Benefit Strategies, LLC

- Health Reimbursement Arrangement (HRA)
- Health Savings Account (HSA) with employer contribution
- Flexible Spending Accounts (FSA)

Anthem Life

- Group/Supplemental Life Insurance and AD&D Insurance
- Long Term Disability
- Short Term Disability
- Spouse & Child Life Insurance

PAID TIME OFF (PTO)

BENEFITS *For eligible staff*

PTO annual accruals

- 21 days (*Exempt*)
- 16 days (*Non-exempt*)

Paid Holidays

- 10 days

Extended Sick Leave

- 5 days

EDUCATIONAL ASSISTANCE BENEFITS

Tuition Remission for employee, spouse, and dependent children.

Tuition Exchange Programs for dependent children.

Employee Assistance Program (EAP)

KinderCare subsidized and discounted childcare on campus.

Muldoon Fitness Center on campus.

DISCOUNTS AND SERVICES

University dining hall meal plan discount

Hayward's Ice Cream discount

University bookstore discount

Local amusement park discounts

Local wholesale membership discounts

Museum discounts

Hotel discounts

Rental car discounts

Local retail discounts

Health and fitness discounts

For additional information on our benefits, please contact Human Resources at hr@rivier.edu or call (603) 897-8717.