

Employee Benefit Overview – 9 Month (Faculty)**Health Insurance**

- Medical / Prescription - Highmark Blue Cross/Blue Shield – Plan 1 Wesley College with HRA
 - Employer covers \$3,175 for an individual and \$6,350 for family coverages of deductible annually with in-network provider services.
 - Employee - \$155.77/per pay
 - Employee & Spouse - \$477.69/per pay
 - Employee and Children - \$332.30/per pay
 - Family - Employee, Spouse & Multiple Dependents - \$581.53/per pay
 - Davis Vision discount program that can be used for glasses, contacts, etc.
- Medical / Prescription - Highmark Blue Cross/Blue Shield – Plan 2 Wesley College with Co-pays
 - Employee pays pre-determined co-pays for services
 - Employee - \$162.00/per pay
 - Employee & Spouse - \$497.00/per pay
 - Employee and Children - \$346.00/per pay
 - Family - Employee, Spouse & Multiple Dependents - \$605.00/per pay
- Eye Care – Ameritas VSP
 - Employee - \$5.57/per pay
 - Employee & Spouse - \$10.96/per pay
 - Employee and Children - \$10.51/per pay
 - Family - Employee, Spouse & Multiple Dependents - \$15.89/per pay
- Dental – Delta Dental
 - Employee - \$8.35/per pay
 - Employee & Spouse - \$15.45/per pay
 - Employee and Children - \$13.60/per pay
 - Family - Employee, Spouse & Multiple Dependents - \$20.63/per pay

Flexible Spending Account (FSA)

- Employee contributes to either or both health care and dependent care accounts to cover qualified expenses.

Disability Insurance (Short & Long Term)

- Short-Term: Employer paid – Administered by third party vendor -75% of Salary Up to Six Months if approved.
- Long-Term: Employee paid – 60% of salary up to \$3,000 per month until age 65; coverage begins first day of the month following the date of hire if approved.

Term Life Insurance - Employer paid for employee only- one year's current salary (up to \$50,000); additional optional life insurance available at a monthly cost to employee.

Tax Deferred Annuities (403b) through Mutual of America or TIAA

- Eligible on first day of employment– College will match contributions to the plan up to the first 6%. 100% vested upon enrollment.

Direct Deposit – Highly encouraged and available to all employees. Employees are paid semi-monthly on the 15th and the last day of each month.

Tuition Benefit – through Tuition Exchange, Council of Independence Colleges and Wesley Tuition Assistance. Employees are eligible after 6 months of employment.

Employee Assistance Program – Support, resources and information for personal and work-life issues at no cost to the employee.

Credit Union Membership – Relationship with Dover Federal Credit Union.

Parking – Free parking for Wesley employees.

YMCA – Complimentary 1 week membership (DE Locations only).

Athletic Events – Free to Wesley employees. Exceptions may apply.

Wolverine Store – 10% employee discount on select items.

Dining Hall – Employee reduced meals.

Barnes & Noble – Employee discount on select items.