

Employee Benefit Overview – 12 Month Employee (Staff)**Health Insurance**

- Medical / Prescription - Highmark Blue Cross/Blue Shield – Plan A
 - Employee pays 20% and Plan pays 80% after deductibles (\$2,500 Individual or \$5,000 Family) are met.
 - Employee - \$117.00/per pay
 - Employee & Spouse - \$358.50/per pay
 - Employee and Children - \$249.00/per pay
 - Family - Employee, Spouse & Multiple Dependents - \$436.00/per pay
 - Davis Vision discount program that can be used for glasses, contacts, etc.
- Medical / Prescription - Highmark Blue Cross/Blue Shield – Plan B
 - Plan pays 100% after deductibles (\$2,500 Individual or \$5,000 Family) are met.
 - Employee - \$121.50/per pay
 - Employee & Spouse - \$373.00/per pay
 - Employee and Children - \$259.50/per pay
 - Family - Employee, Spouse & Multiple Dependents - \$454.00/per pay
 - Davis Vision discount program that can be used for glasses, contacts, etc.
- Eye Care – Ameritas VSP
 - Employee - \$4.18/per pay
 - Employee & Spouse - \$8.22/per pay
 - Employee and Children - \$7.88/per pay
 - Family - Employee, Spouse & Multiple Dependents - \$11.92/per pay
- Dental – Delta Dental
 - Employee - \$6.27/per pay
 - Employee & Spouse - \$11.59/per pay
 - Employee and Children - \$10.20/per pay
 - Family - Employee, Spouse & Multiple Dependents - \$15.38/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.

Vacation Leave – Accrues semi-monthly at a rate of 3.34 hours per pay period to a maximum of 10 days per year.

Sick Leave – Accrues semi-monthly at a rate of 5 hours per pay period to a maximum of 15 days per year.

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.