ILLINOIS WESLEYAN UNIVERSITY

BENEFITS AT A GLANCE
2027

Medical and Dental Insurance Plans

The University provides full-time employees and their dependents with medical and dental plan options. For employees hired on the first calendar day of a month, coverage will begin immediately. For employees hired after the first calendar day of a month, coverage will begin the first of the month following hire date. (IWU does not offer COBRA continuation benefits when employment ends.)

Vision Insurance

The University provides full-time employees and their dependents with an optional vision plan. In addition to an annual eye exam, coverage includes benefits for glasses (every 24 months) and lenses/contacts (every 12 months).

Flexible Spending Accounts

The University offers a flexible spending account program to allow employees to pay for eligible expenses on a before-tax basis. Employees may establish flexible spending accounts to pay for unreimbursed medical expenses and/or dependent care expenses.

Health Savings Account

The Gold medical plan option is a high-deductible health plan (HDHP). It provides employees with a health savings account (HSA). During 2020, the University will contribute $500 into the HSA for employee-only coverage on the HDHP ($1000 for employee-plus coverage). In addition to IWU's contribution, employees can contribute to the HSA on a before-tax basis. This account can be used to reimburse employees for out-of-pocket medical expenses.

Life Insurance Plan

Group life and accidental death and dismemberment insurance is available to all full-time employees without cost to the employee. The amount of life insurance equals 1.5 times the employee's basic annual compensation through the fiscal year in which age 65 is attained and then is reduced for employees who continue to work beyond age 65. The accidental death and dismemberment component of the coverage provides an additional death benefit equal to the group life benefit.

Short Term Disability Plan

The short-term disability program begins on the 31st day of continuous disability and provides monthly income for a period up to 22 weeks amounting to 70% of current base compensation.

Long Term Disability Plan

The long-term total disability program begins on the first day of the month after six months of continuous disability and extends to at least age 65 for sickness and accident. The amount of the benefit is 60% of an employee's monthly salary base at the time the disability occurs, ranging from a minimum of $100/month to a maximum of $12,000/month, less the sum of benefits from other sources.

Voluntary Accidental Death and Dismemberment Insurance

Employees are eligible to secure additional accidental death and dismemberment insurance through this group plan. An employee may enroll as an individual, or as a family with spouse and/or eligible dependents. Payment is by monthly payroll deduction.

Retirement Plan

(1) Employee Plan: Employees are eligible upon hire to begin voluntary contributions (pre-tax or after-tax) into a retirement account, within limits established by the Internal Revenue Service.

(2) Employer Plan: The University retirement program allows eligible employees to participate on a voluntary matching basis after completing two years of employment at IWU without a break in service. Eligible employees are required to participate on a noncontributory basis after completing five years of service. Contributions are applied to a retirement account owned by the participant and may be allocated into a menu of investment options. Each full year of employment with an eligible institution preceding employment at IWU may be credited as one year of service for retirement plan participation purposes.

Tuition

Illinois Wesleyan University

- Upon hire, full-time employees may register for one course per semester at IWU without tuition charge. (Supervisor approval is required.)
- Upon hire, dependents of full-time employees may enroll at IWU as full-time students without tuition charge, provided they are accepted through the regular admissions process.

CIC-Tuition Exchange Program

Full-time employees and their dependents are eligible to apply to the Council of Independent Colleges Tuition Exchange Program (CIC-TEP). The CIC-TEP is a network of over 350 colleges and universities willing to accept, tuition-free, students from families of full-time employees at other CIC-TEP institutions.

The Tuition Exchange

Full-time employees and their dependents are eligible to apply to the Tuition Exchange (TE). TE is a network of over 600 colleges and universities willing to accept students from families of full-time employees at other TE institutions tuition-free or at significantly discounted tuition rates. The export selection process is a weighted lottery based on the employee's length of service as a full-time employee at IWU.

* Tuition is awarded to the student as a scholarship.

Vacation

Exempt and Nonexempt Staff: Employees accrue vacation each pay period at the rate of four weeks per year. (Vacation is prorated for employees working less than 37.5 hours per week and/or less than 12 months per year.)

Sick Leave

Exempt and Nonexempt Staff: Employees accumulate sick time at the rate of one day for each working month of service. Unused sick time may be accumulated to a maximum of 30 days.

Paid Leave for All Workers (PLAWA)

Employees receive 40 hours of paid leave each year.

Athletic Facilities

The Shirk Center, including the Fort Natatorium, is available during regular hours for use by employees and their dependents. Fitness classes are available to members of the University.

Employee Assistance Program

The Employee Assistance Program (EAP) provides counseling and consultation services. The EAP program is available to help employees resolve personal difficulties that may be affecting their quality of life or job performance. Eligible employees and their immediate family members receive unlimited telephonic counseling and four face-to-face counseling sessions per issue per academic year.

Library

The University Library consists of a general collection and a music collection housed in the Ames Library. University personnel enjoy all of the privileges extended by the library.

* All benefits are subject to change. 01/2027

DEFINITIONS

Full-time employee:

- A staff employee is considered to be a full-time employee if they normally work at least 30 hours per week for a minimum of 9 months per year.
    - Exempt Staff: Employees who, because of their position duties and responsibilities and level of decision-making authority, are exempt from the overtime provisions of the Fair Labor Standards Act (FLSA).
    - Nonexempt Staff: Employees who, because of the type of duties and the level or nature of work performed, are not exempt from the overtime and minimum wage requirements of the FLSA.

- A faculty employee is considered to be a full-time employee if they are contracted to teach at least four and one-half (4.5) course units for a minimum of nine months per year.

Dependent:

- Spouse or domestic partner of a full-time employee
- Dependent children (under age 26) of a full-time employee or their domestic partner