

Benefits At-a-Glance



As a faculty member, you have the following benefit options:

	Plan/Benefits	Your Coverage Choices
Medical	<ul style="list-style-type: none"> Harvard Pilgrim HMO Harvard Pilgrim PPO Plus HSA 	You may elect: <ul style="list-style-type: none"> Individual coverage Family coverage
Dental	<ul style="list-style-type: none"> Delta Dental PPO Plus Premier Delta Dental DeltaCare 	You may elect: <ul style="list-style-type: none"> Individual coverage Family coverage
Vision	<ul style="list-style-type: none"> EyeMed Vision Plan 	You may elect coverage for yourself and eligible family members
Flexible Spending Accounts (FSAs)	<ul style="list-style-type: none"> Health Care FSA Dependent Care FSA Limited Purpose FSA (if you participate in the PPO Plus HSA) 	You decide how much to contribute: <ul style="list-style-type: none"> Up to \$2,550 for the Health Care or Limited Purpose FSA Up to \$5,000 (or \$2,500 if married but filing taxes separately) for the Dependent Care FSA
Life Insurance	<ul style="list-style-type: none"> Basic coverage of one times salary, rounded to next higher \$1,000, to a maximum of \$450,000 Contributory coverage (for yourself), to a maximum of \$900,000 (including Basic) Spouse coverage 	The College automatically provides Basic coverage; you decide whether to buy additional coverage for yourself or your spouse
Disability	<ul style="list-style-type: none"> Long Term coverage if full-time 	The College automatically provides coverage if you are eligible
403(b) Retirement Plan	<ul style="list-style-type: none"> Once eligible, you receive an automatic College contribution of: <ul style="list-style-type: none"> — 9% of pay up to ½ the Social Security wage base — 12% of pay above ½ the Social Security wage base The opportunity to make voluntary pre-tax or Roth after-tax contributions 	The College contribution is based on your pay; if you make voluntary contributions, the College adds a match
Additional Work/Life Programs	<ul style="list-style-type: none"> Healthy You and Prosperous You Programs Tuition and Housing Programs Pre-tax Transportation Benefit Employee Assistance Program – AllOne Health Care.com Program (child/eldercare, housekeeping) 	You decide whether to participate in the Pre-tax Transportation program; the College automatically provides access to the Healthy You Program, Prosperous You Program, Employee Assistance Program and Care.com

This is only a summary. The plan documents and certificates always govern.

www.wellesley.edu/hr/benefits

(Revised June 2016)