

**WARNER UNIVERSITY SCHEDULE OF BENEFITS
FOR ADMINISTRATION, FACULTY AND STAFF**

1. Warner University offers a group medical insurance plan. Currently premiums are \$46.02 monthly for employee coverage only (\$23.01 per pay period), \$554.70 for employee + one, and same price of \$554.70 for a family of any size. (Employee must enroll within the first thirty days of employment or wait until open enrollment to apply—open enrollment is 6/1–6/30 each year). The *monthly rates for employee and dependent coverage (as of 7/01/2008) are shown in the table below:*

	Employee Portion	WSC Benefit	Total Monthly Cost
Employee	\$ 46.02	\$414.31	\$ 460.33
Employee + 1	\$554.70	\$504.07	\$1,057.77
Employee + 2 or more	\$554.70	\$504.07	\$1,058.77

2. Effective July 1, 2005 Warner University added to the benefits package for all full time employees a group dental insurance plan through the Principal Insurance Company, free of charge for the employee only. The employee has the option to purchase dental insurance for spouse and/or children at a very reasonable cost. To add a spouse the employee cost is \$20.66 per month. Adding children, the cost is \$22.42 per month (for one or any number of children the price is \$22.42). The family plan includes spouse and children for a monthly cost of \$48.68 (prices effective 7/01/2008.)
3. Term life insurance, which includes accidental death and dismemberment benefit up to \$30,000 life depending on your age. \$5,000 for spouse and \$2,000 for children. There is no cost to the employee for life insurance if receiving the medical insurance. If the employee is only receiving life insurance, then the employee is charged the group rate. For individuals the monthly premium is \$9.75 and dependent coverage is \$2.04 monthly. (Prices effective 7/01/08.)
4. Pension plan through TIAA-CREF, Church of God Board of Pensions or the Horace Mann Insurance Company. Staff can contribute to the plan on their own when first employed. The college will contribute 5% of employee salary after being employed for 90-days and completion of an enrollment form. Faculty and administration are eligible for the 5% of salary the first day of employment.
5. After being employed for 90 days staff, are enrolled in the employer sponsored short term/long term disability program through Sun Life Assurance Company. (Employee must complete the enrollment form.) The benefit also includes a term life insurance policy with an accidental death and dismemberment rider. The life insurance pays 2 times the annual salary of the employee. The college pays 100% of the premiums for this benefit. Faculty and administration are eligible on the first day of employment.

6. Sick Leave Days are given to full-time regular employees at the rate of ½ day monthly. This benefit begins the first day of employment. Sick leave can be used due to illness or sickness of the employee or immediate family. Sick leave can be for all doctor-appointments. Employees may earn up to 30 days sick time from anniversary date to anniversary date. Anything above 30 days at anniversary will be lost. There is no payout for unused sick leave at the time of separation.
7. Vacation leave for staff employees is earned at the rate indicated below:
First year employees earn 5 days vacation. Employees in their second to fifth year earn 10 days vacation. Sixth year employees earn 11 days; seventh year employees earn 12 days; eighth year employees earn 13 days; ninth year employees earn 14 days; tenth year employees earn 15 days. Employees with more than ten years experience earn the maximum 15 days vacation. Vacation days are earned from anniversary date to anniversary date. At the time of your anniversary (1st day of full-time employment) you can carry over up to the amount of days anticipated to earn the upcoming year. At the time of separation, all unused vacation time that is not lost will be paid to the departing employee.
8. Employees may be granted up to 5 days bereavement leave for the death of an immediate family member. (Immediate family members are defined in the Staff Employee Manual).
9. Supplemental Insurance: Full-time employees can apply for supplemental insurance coverage from AFLAC insurance. The employee pays the total cost of insurance. Premiums are at a group rate, however, and are pre-taxed and payroll deducted. Premiums are fixed so if the employee ever leaves Warner University, he/she can take their insurance coverage with and the premium will never increase. There are no requalification requirements. Accident and Illness, Personal Cancer and Dental plans are offered. Open enrollment for AFLAC coverage is June 1 to June 30 of each year. New employees can enroll within the first 30 days of employment.