

**Walla Walla University**  
**Benefits Summary**  
*Regular Full-Time and Part-Time Employees*

Benefit Type	Description	FT (40 hrs/wk)	PT (20-26 hrs/wk)
Health Insurance	<p>Coverage starts for full-time employees and eligible dependents immediately upon hire. Coverage includes medical, dental, vision, alternative care and prescriptions through Premera Blue Cross, Heritage Network.</p> <p>Employee Monthly Premium (Premiums listed are for dual plans: PPO CoPay Plan / High Deductible Health Plan (HDHP) with employer-funded Health Savings Account (HSA).</p> <ul style="list-style-type: none"> <li>⇒ Employee Only = \$133.31/ \$71.15</li> <li>⇒ Employee + Spouse = \$263.98 / \$149.44</li> <li>⇒ Employee + Child(ren) = \$212.56/ \$128.09</li> <li>⇒ Employee + Family = \$269.46/ \$193.77</li> </ul>	YES	NO
Virtual Health Care Options	<p>For employees enrolled in WWU health insurance, you will be able to download the app Premera MyCare, to access the following resources:</p> <ul style="list-style-type: none"> <li>• <b>24-Hour Nurse Line</b> to discuss symptoms and get advice over the phone. No charge.</li> <li>• <b>98point6</b> to text a board-certified primary care physician 24/7 for a fast diagnosis and treatment, including prescriptions ordered to your local pharmacy. No charge for Copay Plan members, \$39.14 per 20-minute visit for HDHP members.</li> <li>• <b>Dr. On Demand</b> to connect with medical professionals through video communications 24/7. Subject to copay or deductible. <b>Services will end 1/1/2026.</b></li> <li>• <b>TalkSpace Mental Health</b> to connect with therapists and psychiatrists 24/7. Subject to copay or deductible</li> <li>• <b>Omada Virtual Physical Therapy</b> to connect with a physical therapist. Subject to copay or deductible.</li> </ul>	YES	NO
Free Tuition	Free tuition applies to full-time employees and/or their spouses up to six credits per quarter; up to twelve credits of graduate programs per year. Part-time employees are eligible for up to six free credits per year.	YES	YES
Tuition Assistance	<p>Tuition assistance is available for employee's children.</p> <ul style="list-style-type: none"> <li>• For children of salaried employees: 35% of tuition is paid for SDA elementary and secondary; 70% if living in the dorm, 35% if a non-residential student at an SDA or a non-SDA college or university (50% if non-residential at WWU).</li> <li>• For the children of hourly employees: 70% if living in the dorm at WWU, 50% if non-residential at WWU.</li> </ul>	YES	NO
Doctoral Degree Hiring Bonus	Hiring bonus for new faculty members who have obtained their Ph.D. within one year of date of hire, and without institutional sponsorship.	YES	NO
Life Flight	Optional group membership available with Life Flight Network for emergency transportation.	YES	YES
Paid Time Off (Staff Only)	Employees may enjoy 11 paid holidays, vacation (up to 4 weeks per year for qualifying years of service), and sick leave. Paid holidays include: New Year's Day, President's Day, Memorial Day, Juneteenth, Independence Day, Labor Day, 2.5 days for Thanksgiving, Christmas Eve, Christmas Day.	YES	YES
Leave of Absence	<p>WWU allows vacation and sick leave to supplement state paid leave so employees maintain 100% of their income. If no vacation or sick time is available, additional paid leave may be provided for approved leaves.</p> <p>Employees are eligible based on Federal and State leaves determined on an individual basis.</p>	YES	YES
Long-Term Disability Insurance	Disability insurance will be provided should an eligible employee become disabled and unable to return to work. This plan pays 66.67% of the employee's income (maximum of \$6,000/month) until the Social Security normal retirement age.	YES	NO
Employee Assistance Program	Employees, their spouses, and dependents up to age 26 may speak with licensed clinicians 24/7 by phone, online, live chat, email or text. They can receive counseling or coaching, with up to six sessions per person for each incident or issue.	YES	YES

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<b>Basic Group Life &amp; Accidental Death &amp; Dismemberment (AD&amp;D) Insurance</b>	<p>Life insurance is provided in the amount of:</p> <ul style="list-style-type: none"> <li>• \$100,000 of coverage for employees</li> <li>• \$50,000 for their spouses</li> <li>• \$10,000 for their dependents under 26 years of age</li> </ul> <p>Accidental Death and Dismemberment (AD&amp;D) insurance in the amount of \$100,000 is also provided to employees.</p>	YES	NO
<b>Supplemental Life Insurance</b>	<p>Discounted group rates for additional life insurance is available for employees to purchase:</p> <ul style="list-style-type: none"> <li>• Employee = \$10,000 - \$500,000</li> <li>• Spouse = \$10,000 - \$250,000</li> <li>• Dependent = \$1,000 - \$10,000</li> </ul>	YES	YES
<b>Supplemental Accidental Death &amp; Dismemberment (AD&amp;D)</b>	<p>Accidental Death &amp; Dismemberment (AD&amp;D) provides additional coverage if you are killed or severely injured in a covered accident.</p> <ul style="list-style-type: none"> <li>• Employee = \$10,000 - \$500,000</li> <li>• Spouse = \$10,000 - \$500,000</li> <li>• Dependent = \$5,000 - \$20,000</li> </ul>	YES	YES
<b>Campus Perks</b>	<ul style="list-style-type: none"> <li>• Free parking</li> <li>• Access to computer labs, library, and athletic complex (including pool, weight room, pickleball &amp; racquetball courts, &amp; rock-climbing wall.)</li> <li>• Intramurals (fee applicable)</li> <li>• Vendor discounts</li> <li>• Personal international travel insurance reimbursement (FT employees only)</li> <li>• Access to care at the University Clinic</li> <li>• One free cafeteria meal per week (FT employees only)</li> <li>• Adoption reimbursement (FT employees only)</li> </ul>	YES	YES
<b>AFLAC</b>	Additional coverage through AFLAC includes cancer, accident, hospitalization, and more.	YES	YES
<b>Pet Insurance</b>	Nationwide offers healthcare plans for dogs, cats, birds and other pets.	YES	YES
<b>Retirement Plan</b>	WWU contributes 5% of your wage rate to your retirement account each pay period, and will match 100% of your contributions, up to 3% of your wages. Your contributions can be before-tax, Roth, or after-tax.	YES	YES