

**KENYON COLLEGE
FRINGE BENEFITS SCHEDULE - 2018/19**

<u>FRINGE BENEFIT</u>	<u>College Pays</u>	<u>Employee Pays</u>
FICA:	<u>Effective 01/01/19</u> 7.65% as follows:	<u>Effective 01/01/19</u> 7.65% as follows:
Social Security (OASDI)	6.20% x Kenyon salary on maximum base of \$132,900 for a \$8,240 maximum	6.20% x Kenyon salary on maximum base of \$132,900 for a \$8,240 maximum
MEDICARE (HI)	1.45% x Kenyon salary (no maximum)	1.45% x Total salary add'l 0.9% for wages over \$200,000 (no maximum)

TIAA/CREF	<u>Effective 01/01/19</u> 9.50% x Kenyon salary	5% x Total salary
Maximum College contribution based on salary of \$280,000 Maximum of \$56,000 employee and College combined contribution. (Catch-up contributions are not included in this maximum.) *****		
TOTAL DISABILITY STANDARD INSURANCE	<u>Effective 01/01/17</u> .323% of annual salary	-0-
Maximum \$200,000, Coverage ends at age 70 *****		
STANDARD LIFE INSURANCE	<u>Effective 01/01/17</u> \$.091 per month x full-time Kenyon salary	-0-
(\$0.075 Life & \$0.016 AD&D) 1,000 Maximum of \$250,000 Benefit drops to 65% at age 65; 45% at age 70; 30% at age 75; 20% at age 80. *****		
STANDARD LIFE INSURANCE VOLUNTARY PLAN	<u>Effective 01/01/17</u> \$2.00/month \$24.00/year	cost varies by employee

EMERITI POST RETIREMENT HEALTH CARE	<u>Effective 07/01/18</u> \$1,871 per year	Voluntary

HEALTH INS. - PREMIUM PLAN	<u>Effective 07/01/18</u>	<u>Effective 07/01/18</u>
	<u>Employer</u>	<u>Employee</u>
	<u>Monthly</u> <u>Annual</u>	<u>Monthly</u> <u>Annual</u>
Family Coverage:		
Salary ≤ \$42,999	\$2,109 (80%) \$25,312	\$527 (20%) \$6,328
\$43,000 ≤ \$71,999	1,978 (75%) 23,730	659 (25%) 7,910
Salary ≥ \$72,000	1,767 (67%) 21,199	870 (33%) 10,441
Single + 1 Coverage:		
Salary ≤ \$42,999	1,560 (80%) 18,725	390 (20%) 4,681
\$43,000 ≤ \$71,999	1,463 (75%) 17,555	488 (25%) 5,852
Salary ≥ \$72,000	1,307 (67%) 15,682	644 (33%) 7,724
Single Coverage:		
Salary ≤ \$42,999	709 (80%) 8,506	177 (20%) 2,127
\$43,000 ≤ \$71,999	665 (75%) 7,975	222 (25%) 2,658
Salary ≥ \$72,000	594 (67%) 7,124	292 (33%) 3,509

HEALTH INS. - BASIC PLAN	<u>Effective 07/01/18</u>	<u>Effective 07/01/18</u>
	<u>Employer</u>	<u>Employee</u>
	<u>Monthly</u> <u>Annual</u>	<u>Monthly</u> <u>Annual</u>
Family Coverage:		
Salary ≤ \$42,999	\$1,707 (84%) \$20,489	\$325 (16%) \$3,903
\$43,000 ≤ \$71,999	1,626 (80%) 19,514	407 (20%) 4,878
Salary ≥ \$72,000	1,484 (73%) 17,806	549 (27%) 6,586
Single + 1 Coverage:		
Salary ≤ \$42,999	1,242 (84%) 14,903	237 (16%) 2,839
\$43,000 ≤ \$71,999	1,183 (80%) 14,194	296 (20%) 3,548
Salary ≥ \$72,000	1,079 (73%) 12,952	399 (27%) 4,790
Single Coverage:		
Salary ≤ \$42,999	566 (84%) 6,791	108 (16%) 1,294
\$43,000 ≤ \$71,999	539 (80%) 6,468	135 (20%) 1,617
Salary ≥ \$72,000	492 (73%) 5,902	182 (27%) 2,183

DENTAL INSURANCE	<u>Effective 07/01/17</u>	<u>Effective 07/01/17</u>
	<u>Employer</u>	<u>Employee</u>
	<u>Monthly</u> <u>Annual</u>	<u>Monthly</u> <u>Annual</u>
Family Coverage:	\$64 (50%) \$769	\$64 (50%) \$769
Single + 1 Coverage:	46 (50%) 554	46 (50%) 554
Single Coverage:	19 (50%) 227	19 (50%) 227

Note:	<u>Life Insurance:</u> For those on LWP for half year, life insurance value will be based on annualized salary. <u>Health Insurance:</u> For those on LWP for half year, health premiums will be based on annualized salary.	