KENYON COLLEGE
FRINGE BENEFITS SCHEDULE - 2019/20

FRINGE BENEFIT

FICA:
7.65% as follows:
Social Security (OASDI) 6.20% x Kenyon salary on maximum base of $132,900 for a $8,240 maximum
MEDICARE 1.45% x Kenyon salary (HI) (no maximum)

FICA:
7.65% as follows:
Social Security (OASDI) 6.20% x Kenyon salary on maximum base of $132,900 for a $8,240 maximum
MEDICARE 1.45% x Total salary add'l 0.9% for wages over $200,000 (HI) (no maximum)

TIAA/CREF
9.50% x Kenyon salary

TOTAL DISABILITY
STANDARD INSURANCE
0.323% of annual salary

STANDARD LIFE INSURANCE
$.091 per month x full-time Kenyon salary

EMERITI POST RETIREMENT HEALTH CARE
Effective 07/01/19
$1,968 per year Voluntary

HEALTH INS. - PREMIUM PLAN
Effective 07/01/19

HEALTH INS. - BASIC PLAN
Effective 07/01/19

DENTAL INSURANCE
Effective 07/01/17

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