

**KENYON COLLEGE
FRINGE BENEFITS SCHEDULE - 2019/20**

<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	<u>Effective 01/01/19</u> 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-
(\$.075 Life & \$.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 07/01/19</u> \$1,966 per year	Voluntary

HEALTH INS. - PREMIUM PLAN	<u>Effective 07/01/19</u> <u>Employer</u>	<u>Effective 07/01/19</u> <u>Employee</u>
Family Coverage:	<u>Monthly</u> <u>Annual</u>	<u>Monthly</u> <u>Annual</u>
Salary ≤ \$42,999	\$2,215 (80%) \$26,578	\$554 (20%) \$6,644
\$43,000 ≤ \$71,999	2,076 (75%) 24,916	692 (25%) 8,306
Salary ≥ \$72,000	1,855 (67%) 22,259	914 (33%) 10,963
Single + 1 Coverage:		
Salary ≤ \$42,999	1,638 (80%) 19,661	410 (20%) 4,915
\$43,000 ≤ \$71,999	1,536 (75%) 18,433	512 (25%) 6,144
Salary ≥ \$72,000	1,372 (67%) 16,466	676 (33%) 8,110
Single Coverage:		
Salary ≤ \$42,999	745 (80%) 8,937	186 (20%) 2,234
\$43,000 ≤ \$71,999	698 (75%) 8,374	233 (25%) 2,791
Salary ≥ \$72,000	623 (67%) 7,480	307 (33%) 3,684

HEALTH INS. - BASIC PLAN	<u>Effective 07/01/19</u> <u>Employer</u>	<u>Effective 07/01/19</u> <u>Employee</u>
Family Coverage:	<u>Monthly</u> <u>Annual</u>	<u>Monthly</u> <u>Annual</u>
Salary ≤ \$42,999	\$1,793 (84%) \$21,513	\$341 (16%) \$4,098
\$43,000 ≤ \$71,999	1,707 (80%) 20,489	427 (20%) 5,122
Salary ≥ \$72,000	1,558 (73%) 18,696	576 (27%) 6,915
Single + 1 Coverage:		
Salary ≤ \$42,999	1,304 (84%) 15,648	248 (16%) 2,981
\$43,000 ≤ \$71,999	1,242 (80%) 14,904	310 (20%) 3,725
Salary ≥ \$72,000	1,133 (73%) 13,599	419 (27%) 5,030
Single Coverage:		
Salary ≤ \$42,999	594 (84%) 7,131	113 (16%) 1,359
\$43,000 ≤ \$71,999	566 (80%) 6,792	141 (20%) 1,698
Salary ≥ \$72,000	516 (73%) 6,198	191 (27%) 2,292

DENTAL INSURANCE	<u>Effective 07/01/17</u> <u>Employer</u>	<u>Effective 07/01/17</u> <u>Employee</u>
Family Coverage:	<u>Monthly</u> <u>Annual</u>	<u>Monthly</u> <u>Annual</u>
Salary ≤ \$42,999	\$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.	