

**KENYON COLLEGE
FRINGE BENEFITS SCHEDULE - 2020/21**

<u>FRINGE BENEFIT</u>	<u>College Pays</u>	<u>Employee Pays</u>
FICA:	<u>Effective 01/01/20</u> 7.65% as follows:	<u>Effective 01/01/20</u> 7.65% as follows:
Social Security (OASDI)	6.20% x Kenyon salary on maximum base of \$137,700 for a \$8,537 maximum	6.20% x Kenyon salary on maximum base of \$137,700 for a \$8,537 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 01/01/20</u> 9.50% x Kenyon salary	5% x Total salary
Maximum College contribution based on salary of \$285,000 Maximum of \$57,000 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 1,000	-0-
(\$.075 Life & \$.016 AD&D) 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 07/01/20</u>	<u>Effective 07/01/20</u>
	Employer	Employee
Family Coverage:	<u>Monthly</u> <u>Annual</u>	<u>Monthly</u> <u>Annual</u>
Salary ≤ \$46,999	\$2,109 (80%) \$25,312	\$527 (20%) \$6,328
\$47,000 ≤ \$76,999	1,978 (75%) 23,730	659 (25%) 7,910
Salary ≥ \$77,000	1,767 (67%) 21,199	870 (33%) 10,441
Single + 1 Coverage:		
Salary ≤ \$46,999	1,560 (80%) 18,725	390 (20%) 4,681
\$47,000 ≤ \$76,999	1,463 (75%) 17,555	488 (25%) 5,852
Salary ≥ \$77,000	1,307 (67%) 15,682	644 (33%) 7,724
Single Coverage:		
Salary ≤ \$46,999	709 (80%) 8,506	177 (20%) 2,127
\$47,000 ≤ \$76,999	665 (75%) 7,975	222 (25%) 2,658
Salary ≥ \$77,000	594 (67%) 7,124	292 (33%) 3,509

HEALTH INS. - BASIC PLAN	<u>Effective 07/01/20</u>	<u>Effective 07/01/20</u>
	Employer	Employee
Family Coverage:	<u>Monthly</u> <u>Annual</u>	<u>Monthly</u> <u>Annual</u>
Salary ≤ \$46,999	\$1,707 (84%) \$20,489	\$325 (16%) \$3,903
\$47,000 ≤ \$76,999	1,626 (80%) 19,514	407 (20%) 4,878
Salary ≥ \$77,000	1,484 (73%) 17,806	549 (27%) 6,586
Single + 1 Coverage:		
Salary ≤ \$46,999	1,242 (84%) 14,903	237 (16%) 2,839
\$47,000 ≤ \$76,999	1,183 (80%) 14,194	296 (20%) 3,548
Salary ≥ \$77,000	1,079 (73%) 12,952	399 (27%) 4,790
Single Coverage:		
Salary ≤ \$46,999	566 (84%) 6,791	108 (16%) 1,294
\$47,000 ≤ \$76,999	539 (80%) 6,468	135 (20%) 1,617
Salary ≥ \$77,000	492 (73%) 5,902	182 (27%) 2,183

HEALTH INS. - HSA PLAN	<u>Effective 07/01/20</u>	<u>Effective 07/01/20</u>
(High Deductible Health Plan)	Employer	Employee
Family Coverage:	<u>Monthly</u> <u>Annual</u>	<u>Monthly</u> <u>Annual</u>
Salary ≤ \$46,999	\$1,540 (84%) \$18,489	167 \$2,000 \$325 (16%) \$3,903
\$47,000 ≤ \$76,999	1,459 (80%) 17,514	167 2,000 407 (20%) 4,878
Salary ≥ \$77,000	1,317 (73%) 15,806	167 2,000 549 (27%) 6,586
Single + 1 Coverage:		
Salary ≤ \$46,999	1,117 (84%) 13,403	125 1,500 237 (16%) 2,839
\$47,000 ≤ \$76,999	1,058 (80%) 12,694	125 1,500 296 (20%) 3,548
Salary ≥ \$77,000	954 (73%) 11,452	125 1,500 399 (27%) 4,790
Single Coverage:		
Salary ≤ \$46,999	483 (84%) 5,791	83 1,000 108 (16%) 1,294
\$47,000 ≤ \$76,999	456 (80%) 5,468	83 1,000 135 (20%) 1,617
Salary ≥ \$77,000	409 (73%) 4,902	83 1,000 182 (27%) 2,183

DENTAL INSURANCE	<u>Effective 07/01/17</u>	<u>Effective 07/01/17</u>
(Delta Dental)	Employer	Employee
Family Coverage:	<u>Monthly</u> <u>Annual</u>	<u>Monthly</u> <u>Annual</u>
Salary ≤ \$46,999	\$64 (50%) \$769	\$64 (50%) \$769
Single + 1 Coverage:	46 (50%) 554	46 (50%) 554
Single Coverage:	19 (50%) 227	19 (50%) 227

VISION INSURANCE	<u>Effective 07/01/20</u>	<u>Effective 07/01/20</u>
(VSP)	Employer	Employee
Family Coverage:	<u>Monthly</u> <u>Annual</u>	<u>Monthly</u> <u>Annual</u>
Salary ≤ \$46,999	\$15.12 (50%) \$181.44	\$15.12 (50%) \$181.44
Single + 1 Coverage:	8.43 (50%) 101.16	8.43 (50%) 101.16
Single Coverage:	5.53 (50%) 66.36	5.52 (50%) 66.24

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.