

**KENYON COLLEGE  
FRINGE BENEFITS SCHEDULE - 2022/23**

<u>FRINGE BENEFIT</u>	<u>College Pays</u>	<u>Employee Pays</u>
<b>FICA:</b>	<u>Effective 01/01/22</u> 7.65% as follows:	<u>Effective 01/01/22</u> 7.65% as follows:
Social Security (OASDI)	6.20% x Kenyon salary on maximum base of \$147,000 for a \$9,114 maximum	6.20% x Kenyon salary on maximum base of \$147,000 for a \$9,114 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)
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<b>TIAA/CREF</b>	<u>Effective 01/01/22</u> 9.5% x Kenyon salary	5% x Total salary
Maximum College contribution based on salary of \$305,000 Maximum of \$61,000 employee and College combined contribution. (Catch-up contributions are not included in this maximum.)		
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<b>TOTAL DISABILITY STANDARD INSURANCE</b>	<u>Effective 01/01/17</u> .323% of annual salary	-0-
Maximum \$200,000, Coverage ends at age 70		
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<b>STANDARD LIFE INSURANCE</b>	<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.		
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<b>STANDARD LIFE INSURANCE VOLUNTARY PLAN</b>	<u>Effective 01/01/17</u> \$2.00/month \$24.00/year	cost varies by employee
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<b>EMERITI POST RETIREMENT HEALTH CARE</b>	<u>Effective 07/01/22</u> \$2,064 per year	Voluntary
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<b>HEALTH INS. - PREMIUM PLAN</b>	<u>Effective 07/01/22</u> <u>Employer</u>	<u>Effective 07/01/22</u> <u>Employee</u>
<b>Family Coverage:</b>	<u>Monthly</u> <u>Annual</u>	<u>Monthly</u> <u>Annual</u>
Salary ≤ \$46,999	\$2,043    82%    \$24,518	\$449    18%    \$5,382
\$47,000 ≤ \$76,999	\$1,931    77%    \$23,172	\$561    23%    \$6,728
Salary ≥ \$77,000	\$1,752    70%    \$21,020	\$740    30%    \$8,880
<b>Single + 1 Coverage:</b>		
Salary ≤ \$46,999	\$1,511    82%    \$18,137	\$332    18%    \$3,982
\$47,000 ≤ \$76,999	\$1,429    77%    \$17,142	\$415    23%    \$4,977
Salary ≥ \$77,000	\$1,296    70%    \$15,550	\$547    30%    \$6,569
<b>Single Coverage:</b>		
Salary ≤ \$46,999	\$687    82%    \$8,240	\$151    18%    \$1,810
\$47,000 ≤ \$76,999	\$649    77%    \$7,788	\$189    23%    \$2,262
Salary ≥ \$77,000	\$589    70%    \$7,066	\$249    30%    \$2,984
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<b>HEALTH INS. - BASIC PLAN</b>	<u>Effective 07/01/22</u> <u>Employer</u>	<u>Effective 07/01/22</u> <u>Employee</u>
<b>Family Coverage:</b>	<u>Monthly</u> <u>Annual</u>	<u>Monthly</u> <u>Annual</u>
Salary ≤ \$46,999	\$1,644    86%    \$19,731	\$277    14%    \$3,319
\$47,000 ≤ \$76,999	\$1,575    82%    \$18,901	\$346    18%    \$4,149
Salary ≥ \$77,000	\$1,454    76%    \$17,449	\$467    24%    \$5,601
<b>Single + 1 Coverage:</b>		
Salary ≤ \$46,999	\$1,196    86%    \$14,351	\$201    14%    \$2,415
\$47,000 ≤ \$76,999	\$1,146    82%    \$13,748	\$252    18%    \$3,018
Salary ≥ \$77,000	\$1,058    76%    \$12,692	\$340    24%    \$4,074
<b>Single Coverage:</b>		
Salary ≤ \$46,999	\$545    86%    \$6,540	\$92    14%    \$1,101
\$47,000 ≤ \$76,999	\$522    82%    \$6,266	\$115    18%    \$1,375
Salary ≥ \$77,000	\$482    76%    \$5,784	\$155    24%    \$1,857
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<b>DENTAL INSURANCE</b> (Delta Dental)	<u>Effective 07/01/22</u> <u>Employer</u>	<u>Effective 07/01/22</u> <u>Employee</u>
	<u>Monthly</u> <u>Annual</u>	<u>Monthly</u> <u>Annual</u>
<b>Family Coverage:</b>	\$66    50%    \$792	\$66    50%    \$792
<b>Single + 1 Coverage:</b>	\$48    50%    \$571	\$48    50%    \$571
<b>Single Coverage:</b>	\$20    50%    \$234	\$20    50%    \$234
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<b>VISION INSURANCE</b>	<u>Effective 07/01/22</u> <u>Employer</u>	<u>Effective 07/01/22</u> <u>Employee</u>
	<u>Monthly</u> <u>Annual</u>	<u>Monthly</u> <u>Annual</u>
<b>Family Coverage:</b>	\$15.75    50%    \$189.00	\$15.75    50%    \$189.00
<b>Single + 1 Coverage:</b>	\$9.50    50%    \$113.00	\$9.50    50%    \$113.00
<b>Single Coverage:</b>	\$5.25    50%    \$63.00	\$5.25    50%    \$63.00
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**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.