

**KENYON COLLEGE
FRINGE BENEFITS SCHEDULE - 2017/18**

<u>FRINGE BENEFIT</u>	<u>College Pays</u>	<u>Employee Pays</u>
FICA:	<u>Effective 01/01/17</u> 7.65% as follows:	<u>Effective 01/01/17</u> 7.65% as follows:
Social Security (OASDI)	6.20% x Kenyon salary on maximum base of \$127,200 for a \$7,886 maximum	6.20% x Kenyon salary on maximum base of \$127,200 for a \$7,886 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 01/01/17</u> 9.50% x Kenyon salary	5% x Total salary
Maximum College contribution based on salary of \$270,000 Maximum of \$54,000 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 07/01/17</u> \$1,701 per year	Voluntary

HEALTH INS. - PREMIUM PLAN	<u>Effective 07/01/17</u>	<u>Effective 07/01/17</u>
	Employer	Employee
Family Coverage:	<u>Monthly</u> <u>Annual</u>	<u>Monthly</u> <u>Annual</u>
Salary ≤ \$42,999	\$2,028 (80%) \$24,338	\$507 (20%) \$6,085
\$43,000 ≤ \$71,999	1,901 (75%) 22,817	634 (25%) 7,606
Salary ≥ \$72,000	1,699 (67%) 20,383	837 (33%) 10,040
Single + 1 Coverage:		
Salary ≤ \$42,999	1,500 (80%) 18,005	375 (20%) 4,501
\$43,000 ≤ \$71,999	1,407 (75%) 16,880	469 (25%) 5,627
Salary ≥ \$72,000	1,257 (67%) 15,079	619 (33%) 7,427
Single Coverage:		
Salary ≤ \$42,999	682 (80%) 8,179	170 (20%) 2,045
\$43,000 ≤ \$71,999	639 (75%) 7,668	213 (25%) 2,556
Salary ≥ \$72,000	571 (67%) 6,850	281 (33%) 3,374

HEALTH INS. - BASIC PLAN	<u>Effective 07/01/17</u>	<u>Effective 07/01/17</u>
	Employer	Employee
Family Coverage:	<u>Monthly</u> <u>Annual</u>	<u>Monthly</u> <u>Annual</u>
Salary ≤ \$42,999	\$1,642 (84%) \$19,701	\$313 (16%) \$3,753
\$43,000 ≤ \$71,999	1,564 (80%) 18,763	391 (20%) 4,691
Salary ≥ \$72,000	1,427 (73%) 17,121	528 (27%) 6,333
Single + 1 Coverage:		
Salary ≤ \$42,999	1,194 (84%) 14,330	228 (16%) 2,730
\$43,000 ≤ \$71,999	1,137 (80%) 13,648	284 (20%) 3,412
Salary ≥ \$72,000	1,038 (73%) 12,454	384 (27%) 4,606
Single Coverage:		
Salary ≤ \$42,999	544 (84%) 6,530	104 (16%) 1,244
\$43,000 ≤ \$71,999	518 (80%) 6,219	130 (20%) 1,555
Salary ≥ \$72,000	473 (73%) 5,675	175 (27%) 2,099

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

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.