

**KENYON COLLEGE
FRINGE BENEFITS SCHEDULE - 2016/17**

<u>FRINGE BENEFIT</u>	<u>College Pays</u>	<u>Employee Pays</u>
FICA:	<u>Effective 01/01/15</u> 7.65% as follows:	<u>Effective 01/01/15</u> 7.65% as follows:
Social Security (OASDI)	6.20% x Kenyon salary on maximum base of \$118,500 for a \$7,347 maximum	6.20% x Kenyon salary on maximum base of \$118,500 for a \$7,437 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 01/01/15</u> 9.50% x Kenyon salary	5% x Total salary
Maximum College contribution based on salary of \$265,000 Maximum of \$53,000 employee and College combined contribution. (Catch-up contributions are not included in this maximum.)		

TOTAL DISABILITY CIGNA INSURANCE	<u>Effective 04/01/14</u> .270% of annual salary	-0-
Maximum \$200,000, Coverage ends at age 70		

CIGNA LIFE INSURANCE	<u>Effective 04/01/14</u> \$.122 per month x full-time Kenyon salary	-0-
(\$.106 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.		

CIGNA LIFE INSURANCE VOLUNTARY PLAN	<u>Effective 01/01/10</u> \$2.00/month \$24.00/year	cost varies by employee

EMERITI POST RETIREMENT HEALTH CARE	<u>Effective 07/01/16</u> \$1,575 per year	Voluntary

HEALTH INS. - PREMIUM PLAN	<u>Effective 07/01/16</u>	<u>Effective 07/01/16</u>
	Employer	Employee
Family Coverage:	<u>Monthly</u> <u>Annual</u>	<u>Monthly</u> <u>Annual</u>
Salary ≤ \$42,999	\$1,764 (80%) \$21,165	\$441 (20%) \$5,290
\$43,000 ≤ \$71,999	1,655 (75%) 19,860	550 (25%) 6,595
Salary ≥ \$72,000	1,475 (67%) 17,700	730 (33%) 8,755
Single + 1 Coverage:		
Salary ≤ \$42,999	1,305 (80%) 15,655	326 (20%) 3,915
\$43,000 ≤ \$71,999	1,224 (75%) 14,690	407 (25%) 4,880
Salary ≥ \$72,000	1,091 (67%) 13,095	540 (33%) 6,475
Single Coverage:		
Salary ≤ \$42,999	593 (80%) 7,110	148 (20%) 1,780
\$43,000 ≤ \$71,999	556 (75%) 6,670	185 (25%) 2,220
Salary ≥ \$72,000	496 (67%) 5,950	245 (33%) 2,940

HEALTH INS. - BASIC PLAN	<u>Effective 07/01/16</u>	<u>Effective 07/01/16</u>
	Employer	Employee
Family Coverage:	<u>Monthly</u> <u>Annual</u>	<u>Monthly</u> <u>Annual</u>
Salary ≤ \$42,999	\$1,427 (84%) \$17,130	\$272 (16%) \$3,265
\$43,000 ≤ \$71,999	1,360 (80%) 16,315	340 (20%) 4,080
Salary ≥ \$72,000	1,241 (73%) 14,890	459 (27%) 5,505
Single + 1 Coverage:		
Salary ≤ \$42,999	1,038 (84%) 12,460	198 (16%) 2,375
\$43,000 ≤ \$71,999	989 (80%) 11,870	247 (20%) 2,965
Salary ≥ \$72,000	902 (73%) 10,830	334 (27%) 4,005
Single Coverage:		
Salary ≤ \$42,999	473 (84%) 5,680	90 (16%) 1,080
\$43,000 ≤ \$71,999	451 (80%) 5,410	113 (20%) 1,350
Salary ≥ \$72,000	411 (73%) 4,935	152 (27%) 1,825

DENTAL INSURANCE	<u>Effective 07/01/16</u>	<u>Effective 07/01/16</u>
	Employer	Employee
Family Coverage:	<u>Monthly</u> <u>Annual</u>	<u>Monthly</u> <u>Annual</u>
Salary ≤ \$42,999	\$61 (50%) \$732	\$61 (50%) \$732
Single + 1 Coverage:	44 (50%) 528	44 (50%) 528
Single Coverage:	18 (50%) 216	18 (50%) 216

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.