

**KENYON COLLEGE  
FRINGE BENEFITS SCHEDULE - 2021/22**

<u>FRINGE BENEFIT</u>	<u>College Pays</u>	<u>Employee Pays</u>
<b>FICA:</b>		
	<u>Effective 01/01/21</u>	<u>Effective 01/01/21</u>
	7.65% as follows:	7.65% as follows:
Social Security (OASDI)	6.20% x Kenyon salary on maximum base of \$142,800 for a \$8,854 maximum	6.20% x Kenyon salary on maximum base of \$142,800 for a \$8,854 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)
*****		
<b>TIAA/CREF</b>		
	<u>Effective 07/01/21</u>	
	9.5% x Kenyon salary	5% x Total salary
Maximum College contribution based on salary of \$290,000 Maximum of \$58,000 employee and College combined contribution. (Catch-up contributions are not included in this maximum.)		
*****		
<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		
*****		
<b>STANDARD LIFE INSURANCE</b>		
	<u>Effective 01/01/17</u>	
	<u>\$.091 per month x full-time Kenyon salary</u>	-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.		
*****		
<b>STANDARD LIFE INSURANCE VOLUNTARY PLAN</b>		
	<u>Effective 01/01/17</u>	
	\$2.00/month \$24.00/year	cost varies by employee
*****		
<b>EMERITI POST RETIREMENT HEALTH CARE</b>		
	<u>Effective 07/01/21</u>	
	\$1,966 per year	Voluntary
*****		
<b>HEALTH INS. - PREMIUM PLAN</b>		
	<u>Effective 07/01/21</u>	<u>Effective 07/01/21</u>
	<u>Employer</u>	<u>Employee</u>
<b>Family Coverage:</b>	<u>Monthly</u> <u>Annual</u>	<u>Monthly</u> <u>Annual</u>
Salary ≤ \$46,999	\$1,993    80%    \$23,920	\$498    20%    \$5,980
\$47,000 ≤ \$76,999	\$1,869    75%    \$22,425	\$623    25%    \$7,475
Salary ≥ \$77,000	\$1,669    67%    \$20,033	\$822    33%    \$9,867
<b>Single + 1 Coverage:</b>		
Salary ≤ \$46,999	\$1,475    80%    \$17,695	\$369    20%    \$4,424
\$47,000 ≤ \$76,999	\$1,382    75%    \$16,589	\$461    25%    \$5,530
Salary ≥ \$77,000	\$1,235    67%    \$14,820	\$608    33%    \$7,299
<b>Single Coverage:</b>		
Salary ≤ \$46,999	\$670    80%    \$8,039	\$168    20%    \$2,011
\$47,000 ≤ \$76,999	\$628    75%    \$7,538	\$209    25%    \$2,512
Salary ≥ \$77,000	\$561    67%    \$6,734	\$276    33%    \$3,316
*****		
<b>HEALTH INS. - BASIC PLAN</b>		
	<u>Effective 07/01/21</u>	<u>Effective 07/01/21</u>
	<u>Employer</u>	<u>Employee</u>
<b>Family Coverage:</b>	<u>Monthly</u> <u>Annual</u>	<u>Monthly</u> <u>Annual</u>
Salary ≤ \$46,999	\$1,614    84%    \$19,362	\$307    16%    \$3,688
\$47,000 ≤ \$76,999	\$1,537    80%    \$18,440	\$384    20%    \$4,610
Salary ≥ \$77,000	\$1,402    73%    \$16,827	\$519    27%    \$6,223
<b>Single + 1 Coverage:</b>		
Salary ≤ \$46,999	\$1,174    84%    \$14,083	\$224    16%    \$2,683
\$47,000 ≤ \$76,999	\$1,118    80%    \$13,413	\$279    20%    \$3,353
Salary ≥ \$77,000	\$1,020    73%    \$12,239	\$377    27%    \$4,527
<b>Single Coverage:</b>		
Salary ≤ \$46,999	\$535    84%    \$6,418	\$102    16%    \$1,223
\$47,000 ≤ \$76,999	\$509    80%    \$6,113	\$127    20%    \$1,528
Salary ≥ \$77,000	\$465    73%    \$5,578	\$172    27%    \$2,063
*****		
<b>DENTAL INSURANCE</b>		
(Delta Dental)	<u>Effective 07/01/21</u>	<u>Effective 07/01/21</u>
	<u>Employer</u>	<u>Employee</u>
<b>Family Coverage:</b>	<u>Monthly</u> <u>Annual</u>	<u>Monthly</u> <u>Annual</u>
Salary ≤ \$46,999	\$64    50%    \$769	\$64    50%    \$769
<b>Single + 1 Coverage:</b>	<u>Monthly</u> <u>Annual</u>	<u>Monthly</u> <u>Annual</u>
Salary ≤ \$46,999	\$46    50%    \$554	\$46    50%    \$554
<b>Single Coverage:</b>	<u>Monthly</u> <u>Annual</u>	<u>Monthly</u> <u>Annual</u>
Salary ≤ \$46,999	\$19    50%    \$227	\$19    50%    \$227
*****		
<b>VISION INSURANCE</b>		
	<u>Effective 07/01/21</u>	<u>Effective 07/01/21</u>
	<u>Employer</u>	<u>Employee</u>
<b>Family Coverage:</b>	<u>Monthly</u> <u>Annual</u>	<u>Monthly</u> <u>Annual</u>
Salary ≤ \$46,999	\$15.00    50%    \$180.00	\$15.00    50%    \$180.00
<b>Single + 1 Coverage:</b>	<u>Monthly</u> <u>Annual</u>	<u>Monthly</u> <u>Annual</u>
Salary ≤ \$46,999	\$9.00    50%    \$108.00	\$9.00    50%    \$108.00
<b>Single Coverage:</b>	<u>Monthly</u> <u>Annual</u>	<u>Monthly</u> <u>Annual</u>
Salary ≤ \$46,999	\$5.00    50%    \$60.00	\$5.00    50%    \$60.00
*****		

**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.