

Middlebury College Benefits Summary 2009

Medical Insurance: Middlebury pays the difference between the total cost of the biweekly premium and the employee's contribution. Employee contributions are based on salary level and FT/PT status. Co-insurance is generally 80%/20%. *Deductibles are:* Individual-\$300; Two Person-\$600; Family-\$900. *Out-of-pocket maximums are:* Individual-\$1,100; Two Person-\$2,200; Family-\$3,300. *Eligibility:* Coverage begins the first day of the month after employment begins.

Salary Level	\$20,000 or less	\$20,001 - \$40,000	\$40,001 - \$60,000	\$60,001 - \$80,000	\$80,001 - \$100,000	\$100,001- \$120,000	\$120,001- \$140,000	\$140,001- \$160,000	\$160,001- \$180,000	\$180,001- \$200,000	\$200,001+	\$20,000 or less	\$20,001 - \$40,000	\$40,001 - \$60,000	\$60,001 - \$80,000
	Full-Time Employee Biweekly Contribution											Part-Time Employee Biweekly Contribution			
Individual Coverage: <i>Total biweekly premium—\$229.20</i>	\$6.23	\$10.40	\$16.64	\$22.89	\$31.21	\$40.81	\$42.14	\$43.51	\$44.92	\$46.38	\$47.89	\$76.83	\$87.80	\$98.78	\$109.75
Two-Person Coverage: <i>Total biweekly premium—\$458.39</i>	\$87.36	\$99.87	\$116.51	\$133.15	\$149.79	\$167.57	\$173.02	\$178.64	\$184.45	\$190.44	\$196.63	\$153.65	\$175.60	\$197.55	\$219.50
Family Coverage: <i>Total biweekly premium—\$641.73</i>	\$122.31	\$139.82	\$163.11	\$186.41	\$209.70	\$234.60	\$242.23	\$250.10	\$258.23	\$266.62	\$275.29	\$215.11	\$245.84	\$276.57	\$307.30
Family/Two Employees*: <i>½ Total biweekly premium—\$320.87</i>	\$23.71	\$30.39	\$39.94	\$49.52	\$61.17	\$74.33	\$76.75	\$79.24	\$81.81	\$84.47	\$87.22	\$107.55	\$122.92	\$138.28	\$153.65
Prescription Drug Benefit (Included with Medical Plan)	<i>Three-tiered co-pay structure: Generic-\$10; Preferred-\$25; Non-preferred-\$40</i> <i>Mail order for maintenance drugs: Two co-pays for 3-month supply. Split Pill incentive: One co-pay for 3-month supply.</i> <i>Out-of-pocket maximum for Rx drug: Individual-\$400; Two Person-\$800; Family-\$1,200</i>														

**This equals one-half of a full family premium; two-employee couples both pay towards the cost of coverage, each according to her/his own salary level.*

Dental Insurance: Middlebury pays the difference between the premium cost and employee's contribution. Initial \$25 deductible per calendar year, then 80 percent for basic and major care and orthodontia dental services. Maximum annual benefit \$2,000. Lifetime orthodontic benefit \$2,000. Preventative services are covered at 100 percent without deductible. *Eligibility:* First day of the month after employment.

	Full-Time Employees			Part-Time Employees			Two-Employee Couples		
	Single	Two Person	Family	Single	Two Person	Family	Family/2FT Employees	Family/2PT Employees	Family/1FT & 1PT Employee
Total Biweekly Premium	\$21.04	\$42.07	\$58.90	\$21.04	\$42.07	\$58.90	\$58.90	\$58.90	\$58.90
Biweekly Employee Contribution	\$1.05	\$17.38	\$25.34	\$10.52	\$27.35	\$38.29	\$4.67 (ea. employee)	\$15.99(ea. employee)	\$4.67 FT emp/\$15.99 PT emp

Short-Term Disability (Staff Only: Faculty have Salary Continuation Benefit)	<i>Cost to employee: \$0</i> <i>Eligibility: First day of month after hire. Fourteen day waiting period, then income benefit is 60 percent of pre-disability salary.</i>
Long-Term Disability	<i>Cost to employee: \$0</i> <i>Eligibility: First day of month after hire. Six-month waiting period, then income benefits of 60 percent of pre-disability salary, not to exceed \$10,000 per month, inclusive of social security disability entitlement.</i>

Retirement Plans TIAA/CREF <i>Two retirement plans are available, the Core Plan (401a), which includes both employee contributions and a generous employer contribution, and the Voluntary Plan (403b), for those who wish to make additional retirement savings.</i>	Core Plan Contributions (mandatory at age 21+)				Employee contributions in both the Core and Voluntary plans are made on a tax-deferred basis, and there is full and immediate vesting of all employee and employer contributions. Investments default into the TIAA-CREF Life Cycle Fund. At any time, employees can opt to leave the Life Cycle Fund and manage their own investments among 19 investment options in the plans, which include fixed and variable annuities and mutual funds. <i>New employees may qualify to go directly to the 9% or 15% employer contribution level if the employee had participated in a 401a, 401k, or 403b plan with a previous employer within 6 months of the date of hire with Middlebury AND that previous employer contributed in excess of 3% to the retirement plan. Various restrictions apply: See HR for details.</i>
	Years of service	Employee Age	Employee Contribution	College Contribution	
	0-2	21+	3%	3%	
	2+	<45	3%	9%	
	2+	45+	6%	15%	

Core Life Insurance and AD&D
Cost to the employee: \$0. Eligibility: The first day of the month after employment begins. Face amount of insurance is 1½ times annual base salary for life and an additional 1½ for accidental death and dismemberment. Employees may purchase supplemental coverage for themselves or dependents at their own expense. Supplemental insurance is transportable, with restrictions, upon leaving Middlebury.

Flexible Spending Accounts
Employees may defer pre-tax dollars to a Health Care and/or Dependent Care flexible spending account. A minimum of \$130 or a maximum of \$5,000 may be deferred to the Health Care Account and a minimum of \$130 or a maximum of \$5,000 per family (married filing jointly) or \$2,500 (married filing individually) to the Dependent Care Account. Funds are used to pay for un-reimbursed health or dependent care expenses.

Employee and Family Assistance Program
Cost to the employee: \$0. All employees are eligible to participate in the Employee and Family Assistance Program for counseling and referral to services for a range of issues. Six visits, per situation, per year.

Housing (Faculty Only)
The College maintains and rents, at prevailing local rates, a number of houses and apartments. A second mortgage program, to assist in the purchase of housing, is available to tenured faculty and to tenure-track faculty who have passed the second review.

Tuition Assistance
(Some eligibility restrictions apply)
After 4 years of employment, a comprehensive fee credit—45 percent of the comprehensive fee—assists employees whose children attend Middlebury College.
After 10 years of employment, a tuition cash scholarship program is available to employees' children attending other accredited colleges. Eligible participants receive a cash grant of either 30 percent of Middlebury's comprehensive fee or half of the tuition of the institution attended, whichever is less.
Employees and their spouses or partners may take courses (one per semester) at Middlebury College for credit at a fee of \$100 per course.
Full-time employees working toward a degree or certificate at an accredited school may apply for up to \$3,000 in tuition assistance per calendar year.

Combined Time Off (Staff only) *CTO is accrued on a biweekly basis. Full-time employees earn a set-amount each pay period, part-time employees earn a pro-rated amount of CTO based on hours worked. CTO accrual includes vacation, sick days, personal days, and three floating holidays(Memorial Day, Independence Day, and Labor Day). The maximum allowed balance is 36 days, except during the first pay period of the fiscal year, when the maximum allowed is 24 days.*

Length of Service	First 2 years		2 to 10 years		10 to 20 years		Over 20 years	
	Biweekly Accrual	Annual Accrual	Biweekly Accrual	Annual Accrual	Biweekly Accrual	Annual Accrual	Biweekly Accrual	Annual Accrual
Full-Time Employees								
<i>For 38.75 hour work week</i>	7.75 hrs	26 days	9.24 hrs	31 days	10.73 hrs	36 days	11.93 hrs	40 days
<i>For 40 hour work week</i>	8.00 hrs	26 days	9.54 hrs	31 days	11.08 hrs	36 days	12.31 hrs	40 days
Part-Time Employees	Factor of 0.10		Factor of 0.1192		Factor of 0.1385		Factor of 0.1538	
<i>To calculate accrual, multiply factor by hours worked.</i>								

Regular holidays include New Year's Day, Thanksgiving Day, the Friday after Thanksgiving, Christmas Day, and up to 4 ½ additional days between Christmas and New Year's Day. Eligible employees receive holiday pay (not CTO) for regularly scheduled hours that are not worked due to department closure for regular holidays. *Eligibility: Immediate.*

This document is intended to provide a brief summary of the Middlebury College benefit program. Please see official plan documentation for full details on eligibility, benefit provisions, exclusions, etc. Middlebury College reserves the right to change, amend, or terminate benefits at any time. Please contact Human Resources at 802-443-5465 for more information.