As you may remember, The Compensation Review Project has been putting together a survey to get your feedback on the current Wage & Salary program and your thoughts and ideas for improvement. The electronic survey is now available and an all staff email will be sent shortly with the link to the survey. A paper version of the survey will be sent to the campus address of staff members without ready access to a computer. Staff input is critical to the success of the project and your answers will remain confidential. The data will be submitted directly to our partners Mercer Consulting, Inc. You’ll have until July 22nd to complete the survey.

The goal of the Compensation Review Project is to ensure we are able to attract, retain and reward the most qualified staff to support our goal of academic excellence. In addition, we want the staff compensation system to be understandable and transparent. We have developed a Web site that includes information and updates on the project, a list of the committee members and ways in which to contact them, and a page to post your comments and suggestions regarding the project. To access the Web site, go to: http://segue.middlebury.edu/sites/HR. We are committed to communicating with you and look forward to your participation in this important project.

**For Your Benefit**

**Taxability of Core Life Insurance**

For many years the Internal Revenue Service has considered the “cost” of employer-paid life insurance (excluding coverage up to $50,000) to be taxable imputed income to the employee. The “cost” is set in a table published by the IRS, which factors in an employee’s age and the amount of employer-paid coverage over $50,000. This “cost” is then taxed according to the employee’s own tax rate.

For example, under our new core life program a 50 year old employee with a $40,000 base salary would have $60,000 in core life coverage (1.5 times salary). Of this total life insurance, the cost for $50,000 in coverage is excluded from taxation by the IRS. The “cost” for the remaining $10,000 in coverage is found, based on age, on the IRS table. The IRS rate factor for a 50 year old person is twenty-three cents per thousand, so in this example, the “cost” (or imputed income) for the excess $10,000 in life coverage is $2.30 per month. This $2.30 is added to the employee’s gross earnings and then taxed at the employee’s regular tax rate. Please note that this is just one example, each employee’s actual imputed income and the resulting tax will depend on the employee’s own age, amount of life coverage over $50,000, tax bracket, exemptions claimed, etc.

(continued on page 2)

**Faculty Grant**

Susan Watson (Physics) has received supplemental funding from the National Science Foundation’s Research Experiences for Undergraduates (REU) program. This grant will support expenses for undergraduate students to participate in an NSF-funded research project based at Harvard that involves researchers from Middlebury, Harvard and the University of Minnesota.

(continued on page 2)
In the past, Middlebury College has made these adjustments to taxable wages and withheld applicable income and FICA taxes once per year - during December. Effective July 1, Banner has been programmed to calculate this imputed income on a monthly basis, to spread the imputed income and taxes out evenly over the entire year, rather than make (larger) yearly adjustments. Please note that the taxable life adjustment will happen only one time per month, on the first payroll of each month; it will not happen every paycheck. It should also be noted that, because of the enhanced life insurance benefit, this tax will now apply to more employees than it has in the past. (Under the old benefit program, many employees did not have over $50,000 in employer-paid life insurance, so this tax did not apply to them. Under the new life benefit, all eligible employees earning more than $33,333.34 per year will have at least $50,000 in life coverage.) Currently the taxable amount does not display on the pay stubs; the Finance Department and LIS are working on programming changes that will allow the taxable amount to print. Work on that project should be complete later this summer.

If you have questions about the new life insurance benefit program, please contact Cheryl Mullins (ext. 5542) or Loretta Lee (ext. 5468). If you have questions about payroll taxes, please contact Karen Carpenter (ext. 2008).

Poison Ivy, Oak, and Sumac

Problem:
Nobody needs to tell you about the problems from a skin rash caused by poison ivy, oak, or sumac. It may not be possible to completely avoid these plants, but if you know what they look like and know how to protect yourself, chances are, you’ll make it through the summer.

What we can all do:
Learn to recognize these plants. Poison ivy either climbs or crawls and is found on trees, poles, along fences and stone walls. The leaves are always in groups of three and are usually shiny. Poison oak grows similar to poison ivy, except that its leaves are more deeply notched. Poison sumac is a shrub or small tree that may grow 20 feet high. You will notice drooping clusters of white berries on poison sumac plants.

All three plants give off an oil substance that spreads the poison to your skin. The poison can be transmitted by the smoke of the burning plants, insects, or your clothing that has contacted the plant. Poisoning is more likely to occur when you’re covered with sweat and will spread when you scratch. Apply a barrier cream (such as OnGard) before going out to mow or work in overgrown areas.

You know you’ve got a problem when your skin becomes red and swollen and itches like crazy in one to nine days after exposure. Small blisters may form and connect to make larger ones.

If you know you’ve been exposed, try to wash up as soon as possible using lots of soap and water. Don’t use a brush or other rough material because they will only irritate the skin. If a rash does develop, apply Calamine lotion or techno to provide at least partial relief from the itching.

Ed Sullivan, Environmental, Health and Safety Coordinator

Ripped From the Handbook

Floating Holidays
Floating holidays include Memorial Day, Independence Day, and Labor Day. Some college offices remain open on floating holidays. Subject to the staffing needs of individual departments, a staff member may choose whether or not to work on a floating holiday if it falls on a regularly scheduled day of work. CTO will be used to maintain a staff members regular pay. Full and Part time staff who accrue CTO are eligible for floating holidays.

Theatre Comes to the Armstrong Library

The January 2005 production of the play An Experiment with an Air Pump, produced by the Middlebury College Department of Theatre and Dance, used props from the Historical Instrument Collection of the Physics Department and the Vertebrate Collection of the Biology Department. Frank Winkler (Physics) and Mark Evancho (Theatre) have assembled an exhibit with some of the props plus design studies and photographs from the Middlebury production. If you saw the production, or even if you didn’t, come see the exhibit in the lighted case at the entrance to the Armstrong Library in McCardell Bicentennial Hall. The exhibit will be on display through the summer.
Employees

Micah Pratt
Servery Worker
Dining Services

Beth McDermott
Senior Development Officer
Office of College Advancement

Elizabeth Rolerson
Lab Technician
Biology

Jim Galenkamp
Maintenance Refrigeration Mechanic B

James Terenzio
Supervisor, Landscape Services
Facilities Management

Kelly Gill
Nurse
Parton Health Center

Heather Jenkins
Atwater Kitchen Utility Worker
Dining Services

Theresa Broulliard
Custodial Team Leader
Facilities Management

Karen Shackett
Stewardship Assistant
Office of College Advancement
Classifieds

Classified ads are free for members of the staff, faculty, student body, and alumni of Middlebury College. Ads must be submitted seven days prior to the publication date. Please send your ads to: Classifieds, Midd Points, HR, Service Building, or via Outlook to: Middpoints Editor (electronic submissions preferred).

Real Estate

For Sale: Spacious country home on 5.5 acres, 6 miles from Middlebury. Built 1989. Great room with woodstove and high windows; hardwood floors & many other wood touches; very large study lined with bookshelves; 1st floor laundry; attached garage; detached garage/workshop. 3 BR, 2-1/2 baths. $335,000. Keenan, 802-334-1470.

Auto

Perfect for Cruising on Hot Summer Nights: Selling classic 1967 Lincoln Continental Convertible. Light mint green with black top; white leather interior; “suicide” doors. Runs well but needs work on body, interior, and top mechanism. On the list of projects I’ll never get too! Asking $1,750. Call 545-2703 or 443-5616.


Other

One full-size mattress, box spring, and frame. Rarely used (was extra for guest room) and all in excellent shape. $100 delivered to your door. Please contact Derek @ x5751 or e-mail @dhammel@middlebury.edu

For Sale: Troy Built – Pony Rote tiller. Original cost $700. Asking $150 o.b.o. Call eves 388-0576

For Sale: Wing chair - cozy and soft. Grape-colored fabric, and in very good condition, Ethan Allen brand. Comes with ottoman. $400 x5064 or 462-2191.

For Sale: Very sturdy metal table. Measures 3 ft. (w) x 6 ft.(l) x 29.5 in. (h) . Faux dark wood finished table top with silver metal legs. $65 or best offer. Call Kathy at x3032 or 388-0574 (before 9 pm).

Free: sliding glass doors, frame, and screen in very good condition; measures 7’ x 7’. You must be able to cart it away. Contact 262-2899 or mkatz@middlebury.edu.

The Weight Watchers At-Work Program is still going strong here at Middlebury College. Since the group started on February 17, 2005, a total of 412 pounds have been lost! “It is a very motivated and supportive group and the leader is fantastic,” says one member. Feel free to visit a meeting to see what it’s all about. Meetings are Thursdays, 11:45am in Mitchell Green Lounge. For more information, call Danica Stein, Meeting Leader at (802) 287-5704 or email her at danicas@baymoon.com.