

Middlebury College Benefits Summary – Effective January 1, 2018

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

Medical Insurance Premiums: Middlebury College pays the difference between the total cost of the biweekly premiums and the employee's contribution. Employee contributions are based on salary level.																					
Coverage Level	Monthly Premium	Bi-weekly Premium	Employee Bi-weekly contribution based on annual salary tier																		
			\$20,000's	\$30,000's	\$40,000's	\$50,000's	\$60,000's	\$70,000's	\$80,000's	\$90,000's	\$100,000's	\$110,000's	\$120,000's	\$130,000's	\$140,000's	\$150,000's	\$160,000's	\$170,000's	\$180,000's	\$190,000's	\$200,000+
Single	\$ 779.90	\$ 359.95	\$ 22.02	\$ 30.83	\$ 39.64	\$ 48.44	\$ 57.25	\$ 66.06	\$ 74.87	\$ 83.67	\$ 92.48	\$ 101.29	\$ 110.10	\$ 118.91	\$ 127.71	\$ 136.52	\$ 143.98	\$ 143.98	\$ 143.98	\$ 143.98	\$ 143.98
Two-Person	\$ 1,558.78	\$ 719.44	\$ 111.00	\$ 113.00	\$ 132.00	\$ 138.00	\$ 153.00	\$ 160.00	\$ 175.00	\$ 185.00	\$ 199.00	\$ 202.57	\$ 220.19	\$ 237.81	\$ 255.42	\$ 273.02	\$ 287.78	\$ 287.78	\$ 287.78	\$ 287.78	\$ 287.78
Family	\$ 2,182.49	\$ 1,007.30	\$ 155.00	\$ 157.00	\$ 184.00	\$ 189.00	\$ 214.00	\$ 224.00	\$ 245.00	\$ 259.00	\$ 279.00	\$ 283.52	\$ 308.17	\$ 332.82	\$ 357.48	\$ 382.13	\$ 402.92	\$ 402.92	\$ 402.92	\$ 402.92	\$ 402.92
*2 EE Family Subscriber	\$ 1,091.25	\$ 503.65	\$ 42.00	\$ 45.00	\$ 57.00	\$ 67.90	\$ 80.25	\$ 92.60	\$ 104.94	\$ 117.29	\$ 129.63	\$ 141.98	\$ 154.33	\$ 166.67	\$ 179.02	\$ 191.37	\$ 201.46	\$ 201.46	\$ 201.46	\$ 201.46	\$ 201.46
*2 EE Family Spouse/DP	\$ 1,091.25	\$ 503.65	\$ 42.00	\$ 45.00	\$ 57.00	\$ 67.90	\$ 80.25	\$ 92.60	\$ 104.94	\$ 117.29	\$ 129.63	\$ 141.98	\$ 154.33	\$ 166.67	\$ 179.02	\$ 191.37	\$ 201.46	\$ 201.46	\$ 201.46	\$ 201.46	\$ 201.46

**One-half of full family premium: In two-employee (2-EE) couples: both employees pay towards the cost of the coverage, each according to his/her own salary tier.*

<p><i>Deductibles are:</i> Individual—\$300; Two Person—\$600; Family—\$900 Co-insurance is 80%/20%. (no deductible for office visits). Preventative Care covered at 100% <i>Out-of-pocket maximums are:</i> Individual—\$1,100; Two Person—\$2,200; Family—\$3,300. Eligibility: Coverage begins the first day of the month after employment begins.</p>	<p style="text-align: center;">Prescription Drug Benefit (Included with Medical Plan)</p> <p><i>Three-tiered co-pay structure:</i> Generic—\$10; Preferred—\$25; Non-preferred—\$40 <i>Mail order for maintenance drugs:</i> Two co-pays for 3-month supply. <i>Out-of-pocket maximum for Rx drug:</i> Individual—\$600; Two Person—\$1,200; Family—\$1,800</p>
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Dental Insurance: Middlebury pays the difference between the total premium cost and employee's contribution.				Vision Insurance: Middlebury pays the difference between the total premium cost and employee's contribution.			
Coverage Level	Total Monthly Premium	Total Bi-weekly Premium	Bi-weekly Employee Contribution	Coverage Level	Total Monthly Premium	Total Bi-weekly Premium	Bi-weekly Employee Contribution
Single	\$54.72	\$25.26	\$2.00	Single	\$5.65	\$2.61	\$0.52
Two Person	\$110.47	\$50.99	\$18.18	Two Person	\$11.29	\$5.21	\$2.61
Family	\$154.86	\$71.47	\$26.51	Family	\$18.20	\$8.40	\$4.20
*Family/ 2EE Subscriber	\$77.43	\$35.74	\$4.89	*Family/ 2EE Subscriber	\$9.10	\$4.20	\$1.33
*Family/ 2EE Spouse/DP	\$77.43	\$35.74	\$4.89	*Family/ 2EE Spouse/DP	\$9.10	\$4.20	\$1.33

**One-half of full family premium: In two-employee (2-EE) couples: both employees pay towards the cost of the coverage.*

<p>Preventative services are covered at 100% without deductible. Initial \$25 deductible per calendar year, then 80% for basic, major care and orthodontia dental services. Maximum annual benefit \$2,000. Lifetime orthodontic benefit \$2,000. <i>Eligibility:</i> First day of the month after employment begins.</p>	<p>Well Vision Exams are covered every 12 months with a \$10.00 co-pay at a VSP provider. Allowance given for Prescription Glasses and Contact Lenses. Extra discounts and savings given to non-covered lens and Laser Vision Correction. <i>Eligibility:</i> First day of the month after employment begins.</p>
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Retirement Plans <i>Two retirement plans are available, the Core Plan, a 401a, which includes mandatory employee contributions and generous employer contributions, and the Voluntary Plan, a 403b, for those who wish to make additional retirement contributions.</i>	Core Plan Contributions (mandatory at age 21+)				Employee contributions in both the Core and Voluntary plans are made on a tax-deferred basis. There is full and immediate vesting of all employee and employer contributions. Investments default into the TIAA Life Cycle Fund. At any time, employees can opt to instead manage their own investments among options in the plans, which include fixed and variable annuities and mutual funds. <i>A new employee may qualify to go directly to the 9% or 11% 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. Restrictions apply: See HR or the SPD for details.</i> <i>Special rules apply to rehired employees; see HR or the SPD for details.</i>				
	Years of service	Employee Age	Date of Hire Parameters	Employee Contribution					College Contribution
	0–2	21+	n/a	3%					3%
	2+	21-44	n/a	3%					9%
	2+	45+	Employees hired on or after 07/03/17	6%					11%
2+	45+	Employees hired prior to 07/03/17	6%	15%					
Core Life Insurance and AD&D	<i>Cost to the employee: \$0 Eligibility:</i> 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. Insurance is transportable, with restrictions, upon leaving Middlebury.								
Short-Term Disability	<i>Cost to employee: \$0 Eligibility:</i> First day of month after employment begins. After a fourteen-day waiting period, the benefit pays 60% of pre-disability salary.								
Long-Term Disability	<i>Cost to employee: \$0 Eligibility:</i> First day of month after employment begins. After a six-month waiting period, the benefit pays 60% of pre-disability salary, not to exceed \$10,000 per month, inclusive of social security disability entitlement.								
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 \$2,650 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	<i>Cost to the employee: \$0.</i> 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 and tenure-track faculty who have passed the second review. Contact Business Office at (800) 443-5504 for information.								
Tuition Assistance <i>(Some eligibility restrictions apply)</i>	Middlebury provides 4 separate educational benefits for qualifying employees: 1) Employees and their spouses/partners may take one Middlebury course, for credit for \$100, per semester. 2) Employees working toward a degree or certificate at an accredited college or school may receive up to \$5,000 in tuition assistance per calendar year. <i>After 4 years of service employee's dependent children:</i> 3) Attending Middlebury may receive a discount of 45% of the combined tuition/room-and-board charges. 4) Attending accredited schools <u>other than</u> Middlebury may receive a benefit of 50% of the tuition of the school attended. If the school attended is UVM or one of the VT State Colleges the benefit will be 100% of tuition. <i>(In no case will the benefit for students attending Non-Middlebury schools exceed 30% of the cost of Middlebury's combined Tuition/Room-and-Board).</i>								
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		
Full-Time Employees (1.0 FTE) <i>For 38.75 hour work week</i> <i>For 40 hour work week</i>	Biweekly <u>Accrual</u>	Annual <u>Accrual</u>	Biweekly <u>Accrual</u>	Annual <u>Accrual</u>	Biweekly <u>Accrual</u>	Annual <u>Accrual</u>	Biweekly <u>Accrual</u>	Annual <u>Accrual</u>	
	7.75 hrs	26 days	9.24 hrs	31 days	10.73 hrs	36 days	11.93 hrs	40 days	
	8.00 hrs	26 days	9.54 hrs	31 days	11.08 hrs	36 days	12.31 hrs	40 days	
Part-Time & Full-Time (0.8-.99 FTE) Employees <i>To calculate accrual, multiply factor by hours worked.</i>	Factor of 0.10		Factor of 0.1192		Factor of 0.1385		Factor of 0.1538		

Regular holidays include New Year's Day, Thanksgiving Day, the Friday after Thanksgiving, Christmas Day, and the 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.