

## Linfield College

### ADMINISTRATIVE BENEFITS SUMMARY

Effective April 1, 2006 through March 31, 2007

#### Medical Insurance

- Choice of POS self-insured health plan including RX, or Kaiser Health Plan including RX.
- Linfield College pays 100% of the premium for full-time, administrative employees.
- Employee contribution to dependent coverage for his/her spouse (or same gender domestic partner) and/or eligible dependent children up to age 23.
- **Employee monthly contribution for POS plan:**

Employee and spouse	\$167.52
Family	\$234.53
Employee and child(ren)	\$150.77
- **Employee monthly contribution for Kaiser:**

Employee and spouse	\$105.80
Family	\$147.24
Employee and child(ren)	\$ 93.97
- **Part-time employees (half-time or above) pay a portion of the premium based on full time equivalency.**

#### Dental and Vision Insurance – One Plan

- Oregon Dental Service (ODS)
- The college pays 100% of the premium for full-time, administrators and their spouse (or same gender domestic partner) and/or eligible dependent children.
- A part time (half-time or more) administrator pays a portion of the premium based on full time equivalency.

#### Life Insurance

- Life Insurance benefit is two times the administrator's salary up to \$50,000.
- Linfield College pays the Life Insurance premium amount.

#### Retirement Plan

- Eligible after one (1) year of employment at the College, unless already an active member of one of the specific 403B Plans offered at Linfield. Plans: VALIC, TIAA/CREF and Standard.
- Contributions to the retirement plan are made by the College in an amount equal to 11.25% of base salary.
- Administrators have immediate vesting of the College's contribution.

### **Short Term Disability Insurance**

- The college will pay the employee's wage for the first 14 days of non-work related disability.
- After the initial 14 days of non-work related disability an employee may apply for short-term disability benefits. The benefit is paid at 66.67% of gross salary. Health insurance premiums paid by the college on behalf of the employee will continued to be paid, the employee will continue to pay his/her portion for dependent coverage. Vacation accrual will cease.

### **Long Term Disability Insurance**

- After 180 days of short-term disability an employee may apply for long-term disability benefits. The benefit is paid at 66.67% of gross salary, and a 10 percent contribution to the employee's retirement plan.
- After the initial six months of disability, all health insurance benefits paid by the College cease.

### **Tuition Remission**

- Under certain conditions, administrators, their spouse, and eligible dependent children are eligible for tuition remission at Linfield College.

### **Vacation**

- Administrative employees are eligible for 22 days of vacation per year based on hire date.

### **Other Benefits**

- The Physical Education and Athletics Complex, including weight room, handball courts, gymnasium, pool and locker facilities are available for use of all Linfield employees and their families.
- Employees receive a 20% discount on general merchandise and clothing purchased at the College bookstore.
- Administrative employees may borrow books and documents from the College library and family members may also use the library facility.

This document is a summary of benefits only. These benefits are subject to change with or without notice at the discretion of Linfield College. This summary does not imply an employment contract.