

Linfield College

NONEXEMPT 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, nonexempt 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, nonexempt 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, nonexempt employees and their spouse (or same gender domestic partner) and/or eligible dependent children.

Life Insurance

- **Life Insurance benefit is two times the nonexempt employee’s salary up to \$50,000.**
- **Linfield College pays the Life Insurance premium amount.**

Retirement Plan

- Employees are 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.
- Nonexempt employees have immediate vesting of the College’s contribution.

Short Term Disability Insurance

- The college pays 100% of the short-term disability insurance premium.

- After the 14th day of disability for Accidental Injury or disability for Sickness, an employee may apply for short-term disability benefits. These benefits are paid at an amount equal to 66.67% of basic monthly salary.
- Maximum benefit period is 24 weeks.

Long Term Disability Insurance

- The college pays 100% of the long-term disability insurance premium.
- After 180 days of disability an employee may apply for long-term disability benefits. The benefits are paid at 66.67% of basic monthly 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, nonexempt employees, their spouse, and eligible dependent children are eligible for tuition remission at Linfield College.

Paid Time Off

- Employees accrue paid time off based on years of service:
 - 0-3 continuous years of employment receive 16 days of PTO
 - 4-10 continuous years of employment receive 21 days of PTO
 - 11+ continuous years of employment receive 26 days of PTO
 - Part-time employees receive a pro-ration of PTO based on the number of hours worked.

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.
- Nonexempt 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.

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