

2008 Concordia College Benefit Rates

<p>Health Insurance</p>	<p>Full-Time Employee (FTE > .75) Family - \$460.00/mo. Single - \$150.00/mo.</p> <p>Part-Time Employee (.50<FTE<.74) Family - \$692.00/mo. Single - \$224.00/mo.</p>																								
<p>Dental Insurance</p>	<p>Family – \$97.95/mo. Single - \$36.15/mo.</p>																								
<p>Long-Term Disability (LTD)</p>	<p>\$8.00/mo.</p>																								
<p>Life Insurance 1x your annual earnings – no charge 1x or 2x your annual earnings is optional. (potential total of 3x)</p>	<table border="1"> <thead> <tr> <th colspan="2"><i>Optional Coverage Rates</i></th> </tr> <tr> <th>Age</th> <th>Rate per \$1,000 of Salary</th> </tr> </thead> <tbody> <tr> <td>Under 25</td> <td>\$0.053</td> </tr> <tr> <td>25-29</td> <td>\$0.053</td> </tr> <tr> <td>30-34</td> <td>\$0.066</td> </tr> <tr> <td>35-39</td> <td>\$0.097</td> </tr> <tr> <td>40-44</td> <td>\$0.130</td> </tr> <tr> <td>45-49</td> <td>\$0.180</td> </tr> <tr> <td>50-54</td> <td>\$0.290</td> </tr> <tr> <td>55-59</td> <td>\$0.500</td> </tr> <tr> <td>60-64</td> <td>\$0.840</td> </tr> <tr> <td>65 plus</td> <td>\$1.580</td> </tr> </tbody> </table>	<i>Optional Coverage Rates</i>		Age	Rate per \$1,000 of Salary	Under 25	\$0.053	25-29	\$0.053	30-34	\$0.066	35-39	\$0.097	40-44	\$0.130	45-49	\$0.180	50-54	\$0.290	55-59	\$0.500	60-64	\$0.840	65 plus	\$1.580
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<p>Retirement (403b)</p>	<p>TIAA-CREF Retirement Annuity (RA) Employee’s Share: 5% College’s Share: 7% (one-year waiting period) Total Contribution: 12% of salary</p> <p>TIAA-CREF Group Supplemental Retirement Annuity (GSRA) Employee Voluntary Contributions Only</p>																								
<p>Flexible Spending Accounts (FSA)</p>	<p>Medical Spending Account \$100/year minimum \$3,600/year maximum Includes a Flex Debit Card and accepts most over-the-counter medication reimbursements.</p> <p>Dependent Care Spending Account Minimum: \$250/year Maximum: \$416.66/month \$208.33/month if married and filing separate returns</p>																								