

Fringe Benefit Information for Faculty, Librarians, and other Academic Appointees¹

2009

Benefit	University Cost	Employee Cost
Social Security Portion	.062 (\$106,800 max. salary)	Same
Medicare Portion	.0145	Same
I.U. Retirement Income Plan ^{*2}	.10 of actual base salary	None
Life Insurance (\$50,000 coverage) ³		None (unless on extended leave)
Dependents' Life Insurance	\$150.00 per year	None
Personal Accident (optional)	http://www.indiana.edu/~uhrs/benefits/pai.html	Funded by employee
Long Term Disability (optional)	http://www.indiana.edu/~uhrs/benefits/ltd.html	Funded by employee
Health Care Plan (optional)	http://www.indiana.edu/~uhrs/benefits/	Employee portion related to plan and enrollment level
Worker's Compensation (Medical & Income)	.0008 of base salary	None
Pre-Tax Commuting Expense	http://www.indiana.edu/~uhrs/benefits/commuting.html	
Fee Courtesy	http://www.indiana.edu/~uhrs/benefits/fee_courtesy.html	

¹ The information given here is presented in the form of in-lieu-of-pay to illustrate the overall value of fringe benefits. Variations may occur, and employees do not have a claim on the exact dollar values used for illustration.

² Full-time academic appointees

³ Appointees may purchase additional group term life insurance equal to as much as four times their salary, if requested within 60 days of first eligibility, or upon proof of medical insurability.