

**MEMORANDUM**

TO: Juniata College Employees

FROM: Gail Leiby Ulrich

DATE: November 1, 2007

**RE: Medical Plan Premium Increase/Section 125 Election**

We will have a premium increase as of January 1, 2008.

The rates for January 1, 2008 through December 31, 2008 are as follows:

	<b>Employee Only</b>			<b>Two-Person</b>			<b>Family</b>		
	<b>2008</b>	<b>2007</b>	<b>Difference</b>	<b>2008</b>	<b>2007</b>	<b>Difference</b>	<b>2008</b>	<b>2007</b>	<b>Difference</b>
College Cost Monthly	\$375.42	\$368.05	\$7.37	\$828.98	\$812.71	\$16.27	\$970.08	\$951.05	\$19.03
<b>Employee Cost Monthly</b>	\$41.71	\$40.89	\$0.82	\$134.61	\$131.97	\$2.64	\$181.20	\$177.64	\$3.56

You will recall that Juniata College is phasing in an additional contribution to single coverage to equal the 20% employee contribution for dependent coverage. However, the single contribution will remain at 10% for 2008.

Since the premium is deducted from the employee's pay in December for the January 1 payment, your December paycheck will reflect the increase in premium.

Enclosed is a Section 125 Premium Conversion Election of Benefits Form. As you recall, Section 125 of the Internal Revenue Code allows you to pay your portion of the medical premiums with pretax dollars. The savings you recognize are equal to the amount of federal withholding and Social Security tax that is being paid on your share of the insurance premium.

If you have any questions or need information about Section 125, please contact Cady Kyle, Assistant Director of Human Resources, at [kylec@juniata.edu](mailto:kylec@juniata.edu) or ext. 3197.

GLU/chk