

| Simmons University | | | | | | | | | |
|--|-----------------|------------------|-----------------|---|----------|----------|----------|----------------|------------|
| July 1, 2019 Final Rates & Contributions | | | | | | | | | |
| Medical - Full-Time | | | | | | | | | |
| July 1, 2019 Monthly Rates & Contributions | | | | | | | | | |
| | Monthly Premium | Employee Contrib | Simmons Premium | Domestic Partner Rates | | | | | |
| HDHP/PPO | | | | | | | | | |
| <\$75,000 | | | | | | | | | |
| Individual | \$619.28 | \$116.34 | \$502.94 | HDHP/PPO (less than 75K) | | Pre-Tax | Post-tax | ER non taxable | ER Taxable |
| Employee + 1 | \$1,237.56 | \$244.96 | \$992.60 | Employee + Domestic Partner | \$116.34 | \$128.62 | \$502.94 | \$489.66 | |
| Family | \$1,898.38 | \$375.74 | \$1,522.64 | Family (including Domestic Partner) | \$244.96 | \$130.78 | \$992.60 | \$530.04 | |
| \$75,000+ | | | | | | | | | |
| Individual | \$619.28 | \$124.26 | \$495.02 | HDHP/PPO (75K+) | | Pre-Tax | Post-tax | ER non taxable | ER Taxable |
| Employee + 1 | \$1,237.56 | \$261.62 | \$975.94 | Employee + Domestic Partner | \$124.26 | \$137.36 | \$495.02 | \$480.92 | |
| Family | \$1,898.38 | \$401.30 | \$1,497.08 | Family (including Domestic Partner) | \$261.62 | \$139.68 | \$975.94 | \$521.14 | |
| HMO | | | | | | | | | |
| <\$75,000 | | | | | | | | | |
| Individual | \$674.38 | \$179.16 | \$495.22 | HMO (Less than 75k) | | Pre-Tax | Post-tax | ER non taxable | ER Taxable |
| Employee + 1 | \$1,348.73 | \$371.56 | \$977.17 | Employee + Domestic Partner | \$179.16 | \$192.40 | \$495.22 | \$481.95 | |
| Family | \$2,068.95 | \$569.98 | \$1,498.97 | Family (including Domestic Partner) | \$371.56 | \$198.42 | \$977.17 | \$521.80 | |
| \$75,000+ | | | | | | | | | |
| Individual | \$674.38 | \$191.34 | \$483.04 | HMO (75k+) | | Pre-Tax | Post-tax | ER non taxable | ER Taxable |
| Employee + 1 | \$1,348.73 | \$396.82 | \$951.91 | Employee + Domestic Partner | \$191.34 | \$205.48 | \$483.04 | \$468.87 | |
| Family | \$2,068.95 | \$608.76 | \$1,460.19 | Family (including Domestic Partner) | \$396.82 | \$211.94 | \$951.91 | \$508.28 | |
| Medical - Part-Time | | | | | | | | | |
| July 1, 2019 Monthly Rates & Contributions | | | | | | | | | |
| | Monthly Premium | Employee Contrib | Simmons Premium | PT Medical rates, no rate banding | | | | | |
| HDHP/PPO | | | | | | | | | |
| All Salaries | | | | | | | | | |
| Individual | \$619.28 | \$392.68 | \$226.60 | PPO (All Salaries) | | Pre-Tax | Post-tax | ER non taxable | ER Taxable |
| Employee + 1 | \$1,237.56 | \$798.68 | \$438.88 | Employee + Domestic Partner | \$392.68 | \$406.00 | \$226.60 | \$212.28 | |
| Family | \$1,898.38 | \$1,225.14 | \$673.24 | Family (including Domestic Partner) | \$798.68 | \$426.46 | \$438.88 | \$234.36 | |
| HMO | | | | | | | | | |
| All Salaries | | | | | | | | | |
| Individual | \$674.38 | \$457.00 | \$217.38 | HMO (All salaries) | | Pre-Tax | Post-tax | ER non taxable | ER Taxable |
| Employee + 1 | \$1,348.73 | \$928.44 | \$420.29 | Employee + Domestic Partner | \$457.00 | \$471.44 | \$217.38 | \$202.91 | |
| Family | \$2,068.95 | \$1,429.62 | \$639.33 | Family (including Domestic Partner) | \$928.44 | \$501.18 | \$420.29 | \$219.04 | |
| Dental - Full-Time | | | | | | | | | |
| July 1, 2019 Monthly Rates & Contributions | | | | | | | | | |
| Core | Monthly Premium | Employee Contrib | Simmons Premium | FT Dental (all salaries) - Core Plan | | | | | |
| Individual | \$43.80 | \$21.90 | \$21.90 | Employee + Domestic Partner | \$21.90 | \$43.42 | \$21.90 | \$43.44 | |
| Family | \$130.66 | \$65.32 | \$65.34 | Family (including Domestic Partner) | \$43.42 | \$21.90 | \$43.44 | \$21.90 | |
| Dental - Full-Time | | | | | | | | | |
| July 1, 2019 Monthly Rates & Contributions | | | | | | | | | |
| Enhanced | Monthly Premium | Employee Contrib | Simmons Premium | FT Dental (all salaries) - Enhanced Plan | | | | | |
| Individual | \$52.56 | \$30.66 | \$21.90 | Employee + Domestic Partner | \$30.66 | \$60.80 | \$21.90 | \$43.43 | |
| Family | \$156.79 | \$91.46 | \$65.33 | Family (including Domestic Partner) | \$60.80 | \$30.66 | \$43.43 | \$21.90 | |
| Dental - Part-Time | | | | | | | | | |
| July 1, 2019 Monthly Rates & Contributions | | | | | | | | | |
| Core | Monthly Premium | Employee Contrib | Simmons Premium | PT Dental (all salaries) - Core Plan | | | | | |
| Individual | \$43.80 | \$43.80 | \$0.00 | Employee + Domestic Partner | \$43.80 | \$86.86 | 0 | 0 | |
| Family | \$130.66 | \$130.66 | \$0.00 | Family (including Domestic Partner) | \$86.86 | \$43.80 | 0 | 0 | |
| Dental - Part-Time | | | | | | | | | |
| July 1, 2019 Monthly Rates & Contributions | | | | | | | | | |
| Enhanced | Monthly Premium | Employee Contrib | Simmons Premium | PT Dental (all salaries) - Enhanced Plan | | | | | |
| Individual | \$52.56 | \$52.56 | \$0.00 | Employee + Domestic Partner | \$52.56 | \$104.23 | 0 | 0 | |
| Family | \$156.79 | \$156.79 | \$0.00 | Family (including Domestic Partner) | \$104.23 | \$52.56 | 0 | 0 | |
| Vision - All employees | | | | | | | | | |
| July 1, 2019 Monthly Rates & Contributions | | | | | | | | | |
| | Monthly Premium | Employee Contrib | Simmons Premium | Vision (all employees) | | | | | |
| Individual | \$8.94 | \$8.94 | \$0.00 | Employee + Domestic Partner | \$8.94 | \$4.03 | 0 | 0 | |
| EE + 1 | \$12.97 | \$12.97 | \$0.00 | Family (including Domestic Partner) | \$12.97 | \$10.28 | 0 | 0 | |
| Family | \$23.25 | \$23.25 | \$0.00 | | | | | | |