

Simmons University								
July 1, 2021 Final Rates & Contributions								
Medical - Full Time				FY22 Domestic Partner Rates				
July 1, 2021 Monthly Rates & Contributions				FY 22 Full Time Domestic Partner Medical Rates				
	Monthly Premium	Employee Contrib	Simmons Premium					
HDHP/PPO								
<\$75,000								
Individual	\$695.07	\$125.67	\$569.40	HDHP/PPO (less than 75K)	Pre-Tax	Post-tax	ER non taxable	ER Taxable
Employee + 1	\$1,389.01	\$264.61	\$1,124.40	Employee + Domestic Partner	\$125.67	\$138.94	\$569.40	\$555.00
Family	\$2,130.69	\$405.90	\$1,724.79	Family (including Domestic Partner)	\$264.61	\$141.29	\$1,124.40	\$600.39
\$75,000+								
Individual	\$695.07	\$139.47	\$555.60	HDHP/PPO (75K+)	Pre-Tax	Post-tax	ER non taxable	ER Taxable
Employee + 1	\$1,389.01	\$293.64	\$1,095.37	Employee + Domestic Partner	\$139.47	\$154.17	\$555.60	\$539.77
Family	\$2,130.69	\$450.41	\$1,680.28	Family (including Domestic Partner)	\$293.64	\$156.77	\$1,095.37	\$584.91
HMO								
<\$75,000								
Individual	\$762.44	\$194.19	\$568.25	HMO (Less than 75k)	Pre-Tax	Post-tax	ER non taxable	ER Taxable
Employee + 1	\$1,524.84	\$402.82	\$1,122.02	Employee + Domestic Partner	\$194.19	\$208.62	\$568.25	\$553.78
Family	\$2,339.10	\$617.92	\$1,721.18	Family (including Domestic Partner)	\$402.82	\$215.10	\$1,122.02	\$599.16
\$75,000+								
Individual	\$762.44	\$216.32	\$546.12	HMO (75k+)	Pre-Tax	Post-tax	ER non taxable	ER Taxable
Employee + 1	\$1,524.84	\$448.64	\$1,076.20	Employee + Domestic Partner	\$216.32	\$232.32	\$546.12	\$530.08
Family	\$2,339.10	\$688.24	\$1,650.86	Family (including Domestic Partner)	\$448.64	\$239.60	\$1,076.20	\$574.66
Medical - Part-Time								
July 1, 2021 Monthly Rates & Contributions				FY21 Part-Time Domestic Partner Medical Rates_no rate banding				
	Monthly Premium	Employee Contrib	Simmons Premium					
HDHP/PPO								
All Salaries								
Individual	\$695.07	\$440.73	\$254.34	PPO (All Salaries)	Pre-Tax	Post-tax	ER non taxable	ER Taxable
Employee + 1	\$1,389.01	\$896.41	\$492.60	Employee + Domestic Partner	\$440.73	\$455.68	\$254.34	\$238.26
Family	\$2,130.69	\$1,375.04	\$755.65	Family (including Domestic Partner)	\$896.41	\$478.63	\$492.60	\$263.05
HMO								
All Salaries								
Individual	\$762.44	\$516.67	\$245.77	HMO (All salaries)	Pre-Tax	Post-tax	ER non taxable	ER Taxable
Employee + 1	\$1,524.84	\$1,049.65	\$475.19	Employee + Domestic Partner	\$516.67	\$532.98	\$245.77	\$229.42
Family	\$2,339.10	\$1,616.26	\$722.84	Family (including Domestic Partner)	\$1,049.65	\$566.61	\$475.19	\$247.65
Dental - Full-Time								
July 1, 2021 Monthly Rates & Contributions				FY 21 Full Time Domestic Partner Dental Rates (all salaries)				
	Monthly Premium	Employee Contrib	Simmons Premium					
Core								
Individual	\$20.10	\$0.00	\$20.10	Core Dental Plan	Pre-Tax	Post-tax	ER non taxable	ER Taxable
Family	\$58.44	\$0.00	\$58.44	Employee + Domestic Partner	\$0.00	\$0.00	\$20.10	\$38.34
				Family (including Domestic Partner)	\$0.00	\$0.00	\$38.34	\$20.10
Dental - Full-Time								
July 1, 2021 Monthly Rates & Contributions								
	Monthly Premium	Employee Contrib	Simmons Premium					
Enhanced								
Individual	\$48.59	\$28.33	\$20.26	Enhanced Dental Plan	Pre-Tax	Post-tax	ER non taxable	ER Taxable
Family	\$141.19	\$82.31	\$58.88	Employee + Domestic Partner	\$28.33	\$53.98	\$20.26	\$38.62
				Family (including Domestic Partner)	\$53.98	\$28.33	\$38.62	\$20.26
Dental - Part-Time								
July 1, 2021 Monthly Rates & Contributions				FY21 Part-Time Domestic Partner Dental Rates (all salaries)				
	Monthly Premium	Employee Contrib	Simmons Premium					
Core								
Individual	\$20.10	\$20.10	\$0.00	Core Dental Plan	Pre-Tax	Post-tax	ER non taxable	ER Taxable
Family	\$58.44	\$58.44	\$0.00	Employee + Domestic Partner	\$20.10	\$38.34	\$0.00	\$0.00
				Family (including Domestic Partner)	\$38.34	\$20.10	\$0.00	\$0.00
Dental - Part-Time								
July 1, 2021 Monthly Rates & Contributions								
	Monthly Premium	Employee Contrib	Simmons Premium					
Enhanced								
Individual	\$48.59	\$48.59	\$0.00	Enhanced Dental Plan	Pre-Tax	Post-tax	ER non taxable	ER Taxable
Family	\$141.19	\$141.19	\$0.00	Employee + Domestic Partner	\$48.59	\$92.60	\$0.00	\$0.00
				Family (including Domestic Partner)	\$92.60	\$48.59	\$0.00	\$0.00
Vision - All Employees								
July 1, 2021 Monthly Rates & Contributions				FY21 Full-Time and Part-Time Vision Rates_all salaries				
	Monthly Premium	Employee Contrib	Simmons Premium					
Individual								
Individual	\$8.94	\$8.94	\$0.00	Vision (all employees)	Pre-Tax	Post-tax	ER non taxable	ER Taxable
EE + 1	\$12.97	\$12.97	\$0.00	Employee + Domestic Partner	\$8.94	\$4.03	\$0.00	\$0.00
Family	\$23.25	\$23.25	\$0.00	Family (including Domestic Partner)	\$12.97	\$10.28	\$0.00	\$0.00