

Simmons University								
July 1, 2022 Final Rates & Contributions								
Medical - Full Time				FY23 Domestic Partner Rates				
July 1, 2022 Monthly Rates & Contributions				FY23 Full Time Domestic Partner Medical Rates				
	Monthly Premium	Employee Contrib	Simmons Premium					
<b>HDHP/PPO</b>								
<b>&lt;\$75,000</b>								
Individual	\$771.53	\$139.65	\$631.88	<b>HDHP/PPO (less than 75K)</b>	<b>Pre-Tax</b>	<b>Post-tax</b>	<b>ER non taxable</b>	<b>ER Taxable</b>
Employee + 1	\$1,541.80	\$294.48	\$1,247.32	Employee + Domestic Partner	\$139.65	\$154.84	\$631.88	\$615.43
Family	\$2,365.07	\$451.73	\$1,913.34	Family (including Domestic Partner)	\$294.48	\$157.24	\$1,247.32	\$666.03
<b>\$75,000+</b>								
Individual	\$771.53	\$155.08	\$616.45	<b>HDHP/PPO (75K+)</b>	<b>Pre-Tax</b>	<b>Post-tax</b>	<b>ER non taxable</b>	<b>ER Taxable</b>
Employee + 1	\$1,541.80	\$325.32	\$1,216.48	Employee + Domestic Partner	\$155.08	\$170.24	\$616.45	\$600.03
Family	\$2,365.07	\$499.03	\$1,866.04	Family (including Domestic Partner)	\$325.32	\$173.71	\$1,216.48	\$649.56
<b>HMO</b>								
<b>&lt;\$75,000</b>								
Individual	\$846.31	\$215.81	\$630.50	<b>HMO (Less than 75k)</b>	<b>Pre-Tax</b>	<b>Post-tax</b>	<b>ER non taxable</b>	<b>ER Taxable</b>
Employee + 1	\$1,692.57	\$446.84	\$1,245.73	Employee + Domestic Partner	\$215.81	\$231.03	\$630.50	\$615.23
Family	\$2,596.40	\$685.45	\$1,910.95	Family (including Domestic Partner)	\$446.84	\$238.61	\$1,245.73	\$665.22
<b>\$75,000+</b>								
Individual	\$846.31	\$240.35	\$605.96	<b>HMO (75k+)</b>	<b>Pre-Tax</b>	<b>Post-tax</b>	<b>ER non taxable</b>	<b>ER Taxable</b>
Employee + 1	\$1,692.57	\$497.62	\$1,194.95	Employee + Domestic Partner	\$240.35	\$257.26	\$605.96	\$589.00
Family	\$2,596.40	\$763.34	\$1,833.06	Family (including Domestic Partner)	\$497.62	\$265.73	\$1,194.95	\$638.10
<b>Medical - Part-Time</b>								
July 1, 2022 Monthly Rates & Contributions				FY23 Part-Time Domestic Partner Medical Rates_no rate banding				
	Monthly Premium	Employee Contrib	Simmons Premium					
<b>HDHP/PPO</b>								
<b>All Salaries</b>								
Individual	\$771.53	\$489.15	\$282.38	<b>PPO (All Salaries)</b>	<b>Pre-Tax</b>	<b>Post-tax</b>	<b>ER non taxable</b>	<b>ER Taxable</b>
Employee + 1	\$1,541.80	\$994.46	\$547.34	Employee + Domestic Partner	\$489.15	\$505.31	\$282.38	\$264.96
Family	\$2,365.07	\$1,525.47	\$839.60	Family (including Domestic Partner)	\$994.46	\$531.01	\$547.34	\$292.26
<b>HMO</b>								
<b>All Salaries</b>								
Individual	\$846.31	\$573.80	\$272.51	<b>HMO (All salaries)</b>	<b>Pre-Tax</b>	<b>Post-tax</b>	<b>ER non taxable</b>	<b>ER Taxable</b>
Employee + 1	\$1,692.57	\$1,164.49	\$528.08	Employee + Domestic Partner	\$573.80	\$590.69	\$272.51	\$255.57
Family	\$2,596.40	\$1,794.11	\$802.29	Family (including Domestic Partner)	\$1,164.49	\$629.62	\$528.08	\$274.21
<b>Dental - Full-Time</b>								
July 1, 2022 Monthly Rates & Contributions				FY23 Full Time Domestic Partner Dental Rates (all salaries)				
	Monthly Premium	Employee Contrib	Simmons Premium					
<b>Core</b>								
Individual	\$22.64	\$0.00	\$22.64	<b>Core Dental Plan</b>	<b>Pre-Tax</b>	<b>Post-tax</b>	<b>ER non taxable</b>	<b>ER Taxable</b>
Family	\$65.82	\$0.00	\$65.82	Employee + Domestic Partner	\$0.00	\$0.00	\$22.64	\$43.18
				Family (including Domestic Partner)	\$0.00	\$0.00	\$43.18	\$22.64
<b>Dental - Full-Time</b>								
July 1, 2022 Monthly Rates & Contributions								
	Monthly Premium	Employee Contrib	Simmons Premium					
<b>Enhanced</b>								
Individual	\$54.20	\$31.60	\$22.60	<b>Enhanced Dental Plan</b>	<b>Pre-Tax</b>	<b>Post-tax</b>	<b>ER non taxable</b>	<b>ER Taxable</b>
Family	\$157.48	\$91.81	\$65.67	Employee + Domestic Partner	\$31.60	\$60.21	\$22.60	\$43.07
				Family (including Domestic Partner)	\$60.21	\$31.60	\$43.07	\$22.60
<b>Dental - Part-Time</b>								
July 1, 2022 Monthly Rates & Contributions				FY23 Part-Time Domestic Partner Dental Rates (all salaries)				
	Monthly Premium	Employee Contrib	Simmons Premium					
<b>Core</b>								
Individual	\$22.64	\$22.64	\$0.00	<b>Core Dental Plan</b>	<b>Pre-Tax</b>	<b>Post-tax</b>	<b>ER non taxable</b>	<b>ER Taxable</b>
Family	\$65.82	\$65.82	\$0.00	Employee + Domestic Partner	\$22.64	\$43.18	\$0.00	\$0.00
				Family (including Domestic Partner)	\$43.18	\$22.64	\$0.00	\$0.00
<b>Dental - Part-Time</b>								
July 1, 2022 Monthly Rates & Contributions								
	Monthly Premium	Employee Contrib	Simmons Premium					
<b>Enhanced</b>								
Individual	\$54.20	\$54.20	\$0.00	<b>Enhanced Dental Plan</b>	<b>Pre-Tax</b>	<b>Post-tax</b>	<b>ER non taxable</b>	<b>ER Taxable</b>
Family	\$157.48	\$157.48	\$0.00	Employee + Domestic Partner	\$54.20	\$103.28	\$0.00	\$0.00
				Family (including Domestic Partner)	\$103.28	\$54.20	\$0.00	\$0.00
<b>Vision - All Employees</b>								
July 1, 2022 Monthly Rates & Contributions				FY23 Full-Time and Part-Time Vision Rates_all salaries				
	Monthly Premium	Employee Contrib	Simmons Premium					
<b>Individual</b>								
Individual	\$8.94	\$8.94	\$0.00	<b>Vision (all employees)</b>	<b>Pre-Tax</b>	<b>Post-tax</b>	<b>ER non taxable</b>	<b>ER Taxable</b>
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