

**FY25 Monthly Rates - Medical, Dental, & Vision**

**Full-Time Employees**

HDHP/PPO	July 1, 2024 Premium	Employee Premium	Employee Premium %	Simmons Premium	Simmons Premium %	Simmons HSA Seed*	Simmons Total Cost Contribution (including HSA Contribution)
<b>&lt;\$80,000</b>							
Individual	\$886.75	<b>\$160.50</b>	18.1%	\$726.25	81.9%	\$41.67	82.7%
Employee + 1	\$1,772.06	<b>\$338.46</b>	19.1%	\$1,433.60	80.9%	\$83.33	81.8%
Family	\$2,718.27	<b>\$519.19</b>	19.1%	\$2,199.08	80.9%	\$83.33	81.5%
<b>\$80,000+</b>							
Individual	\$886.75	<b>\$178.24</b>	20.1%	\$708.51	79.9%	\$41.67	80.8%
Employee + 1	\$1,772.06	<b>\$373.90</b>	21.1%	\$1,398.16	78.9%	\$83.33	79.8%
Family	\$2,718.27	<b>\$573.55</b>	21.1%	\$2,144.72	78.9%	\$83.33	79.5%
<b>HMO</b>							
<b>&lt;\$80,000</b>							
Individual	\$975.14	<b>\$248.66</b>	25.5%	\$726.48	74.5%	-	-
Employee + 1	\$1,950.21	<b>\$514.86</b>	26.4%	\$1,435.35	73.6%	-	-
Family	\$2,991.62	<b>\$789.79</b>	26.4%	\$2,201.83	73.6%	-	-
<b>\$80,000+</b>							
Individual	\$975.14	<b>\$276.94</b>	28.4%	\$698.20	71.6%	-	-
Employee + 1	\$1,950.21	<b>\$573.36</b>	29.4%	\$1,376.85	70.6%	-	-
Family	\$2,991.62	<b>\$879.54</b>	29.4%	\$2,112.08	70.6%	-	-

\*HSA contribution shown on a monthly basis for illustrative purposes. Simmons makes a lump sum contribution of \$500 or \$1,000

**Part-Time Employees**

HDHP/PPO	July 1, 2024 Premium	Employee Premium	Employee Premium %	Simmons Premium	Simmons Premium %	Simmons HSA Seed*	Simmons Total Cost Contribution (including HSA Contribution)
Individual	\$886.75	<b>\$562.20</b>	63.4%	\$324.55	36.6%	\$41.67	39.4%
Employee + 1	\$1,772.06	<b>\$1,142.98</b>	64.5%	\$629.08	35.5%	\$83.33	38.4%
Family	\$2,718.27	<b>\$1,753.28</b>	64.5%	\$964.99	35.5%	\$83.33	37.4%
<b>HMO</b>							
Individual	\$975.14	<b>\$661.14</b>	67.8%	\$314.00	32.2%	-	-
Employee + 1	\$1,950.21	<b>\$1,341.74</b>	68.8%	\$608.47	31.2%	-	-
Family	\$2,991.62	<b>\$2,067.21</b>	69.1%	\$924.41	30.9%	-	-

\*HSA contribution shown on a monthly basis for illustrative purposes. Simmons makes a lump sum contribution of \$500 or \$1,000

Dental		July 1, 2024 Premium	Employee Premium	Employee Premium %	Simmons Premium	Simmons Premium %
Core	<b>Full-Time</b>					
	Individual	\$23.79	<b>\$0.00</b>	0.0%	\$23.79	100.0%
	Family	\$69.16	<b>\$0.00</b>	0.0%	\$69.16	100.0%
	<b>Part-Time</b>					
	Individual	\$23.79	<b>\$23.79</b>	100.0%	\$0.00	0.0%
	Family	\$69.16	<b>\$69.16</b>	100.0%	\$0.00	0.0%
Enhanced	<b>Full-Time</b>					
	Individual	\$56.95	<b>\$33.20</b>	58.3%	\$23.75	41.7%
	Family	\$165.47	<b>\$96.47</b>	58.3%	\$69.00	41.7%
	<b>Part-Time</b>					
	Individual	\$56.95	<b>\$56.95</b>	100.0%	\$0.00	0.0%
	Family	\$165.47	<b>\$165.47</b>	100.0%	\$0.00	0.0%

Vision	July 1, 2024 Premium	
	Employee Premium	Employer Premium
Individual	<b>\$9.21</b>	\$0.00
Employee + 1	<b>\$13.36</b>	\$0.00
Family	<b>\$23.95</b>	\$0.00