

Simmons University_FY26 Domestic Partner Rates & Imputed Income									
July 1, 2025 Final Rates & Contributions									
Medical - Full Time				FY26 Domestic Partner Rates					
	July 1, 2025 Monthly Rates & Contributions			FY26 Full Time Domestic Partner Medical Rates					
	Monthly Premium	Employee Contrib	Simmons Premium		EE Pre Tax	EE Post Tax	ER Non-Taxable	EE Imputed income	
HDHP/PPO									
<\$80,000									
Individual	\$997.06	\$174.49	\$822.57	HDHP/PPO (less than 80K)	Pre-Tax	Post-tax	ER non taxable	ER Taxable	
Employee + 1	\$1,992.50	\$368.61	\$1,623.89	Employee + Domestic Partner	\$174.49	\$194.12	\$822.57	\$801.32	
Family	\$3,056.42	\$565.44	\$2,490.98	Family (including Domestic Partner)	\$368.61	\$196.83	\$1,623.89	\$867.09	
\$80,000+					EE Pre Tax	EE Post Tax	ER Non-Taxable	EE Imputed income	
Individual	\$997.06	\$194.43	\$802.63	HDHP/PPO (80K+)	Pre-Tax	Post-tax	ER non taxable	ER Taxable	
Employee + 1	\$1,992.50	\$408.46	\$1,584.04	Employee + Domestic Partner	\$194.43	\$214.03	\$802.63	\$781.41	
Family	\$3,056.42	\$626.57	\$2,429.85	Family (including Domestic Partner)	\$408.46	\$218.11	\$1,584.04	\$845.81	
HMO									
<\$80,000					EE Pre Tax	EE Post Tax	ER Non-Taxable	EE Imputed income	
Individual	\$1,093.13	\$272.19	\$820.94	HMO (Less than 80k)	Pre-Tax	Post-tax	ER non taxable	ER Taxable	
Employee + 1	\$2,186.19	\$564.04	\$1,622.15	Employee + Domestic Partner	\$272.19	\$291.85	\$820.94	\$801.21	
Family	\$3,353.61	\$865.24	\$2,488.37	Family (including Domestic Partner)	\$564.04	\$301.20	\$1,622.15	\$866.22	
\$80,000+					EE Pre Tax	EE Post Tax	ER Non-Taxable	EE Imputed income	
Individual	\$1,093.13	\$303.89	\$789.24	HMO (80k+)	Pre-Tax	Post-tax	ER non taxable	ER Taxable	
Employee + 1	\$2,186.19	\$629.62	\$1,556.57	Employee + Domestic Partner	\$303.89	\$325.73	\$789.24	\$767.33	
Family	\$3,353.61	\$965.84	\$2,387.77	Family (including Domestic Partner)	\$629.62	\$336.22	\$1,556.57	\$831.20	
Medical - Part-Time				FY26 Part-Time Domestic Partner Medical Rates_no rate banding					
	July 1, 2025 Monthly Rates & Contributions			FY26 Part-Time Domestic Partner Medical Rates_no rate banding					
	Monthly Premium	Employee Contrib	Simmons Premium		EE Pre Tax	EE Post Tax	ER Non-Taxable	EE Imputed income	
HDHP/PPO									
All Salaries				PPO (All Salaries)	Pre-Tax	Post-tax	ER non taxable	ER Taxable	
Individual	\$997.06	\$632.14	\$364.92	Employee + Domestic Partner	\$632.14	\$653.02	\$364.92	\$342.42	
Employee + 1	\$1,992.50	\$1,285.16	\$707.34	Family (including Domestic Partner)	\$1,285.16	\$686.23	\$707.34	\$377.69	
Family	\$3,056.42	\$1,971.39	\$1,085.03		EE Pre Tax	EE Post Tax	ER Non-Taxable	EE Imputed income	
HMO				HMO (All salaries)	Pre-Tax	Post-tax	ER non taxable	ER Taxable	
All Salaries				Employee + Domestic Partner	\$741.14	\$762.96	\$351.99	\$330.10	
Individual	\$1,093.13	\$741.14	\$351.99	Family (including Domestic Partner)	\$1,504.10	\$813.24	\$682.09	\$354.18	
Employee + 1	\$2,186.19	\$1,504.10	\$682.09						
Family	\$3,353.61	\$2,317.34	\$1,036.27						
Dental - Full-Time				FY26 Full Time Domestic Partner Dental Rates (all salaries)					
Core	July 1, 2025 Monthly Rates & Contributions			FY26 Full Time Domestic Partner Dental Rates (all salaries)					
	Monthly Premium	Employee Contrib	Simmons Premium	Core Dental Plan	EE Pre Tax	EE Post Tax	ER Non-Taxable	EE Imputed income	
Individual	\$24.50	\$0.00	\$24.50	Employee + Domestic Partner	\$ -	\$ -	\$24.50	\$46.72	
Family	\$71.22	\$0.00	\$71.22	Family (including Domestic Partner)	\$ -	\$ -	\$46.72	\$24.50	
Dental - Full-Time				FY26 Full Time Domestic Partner Dental Rates (all salaries)					
Enhanced	July 1, 2025 Monthly Rates & Contributions			FY26 Full Time Domestic Partner Dental Rates (all salaries)					
	Monthly Premium	Employee Contrib	Simmons Premium	Enhanced Dental Plan	EE Pre Tax	EE Post Tax	ER Non-Taxable	EE Imputed income	
Individual	\$58.65	\$34.15	\$24.50	Employee + Domestic Partner	\$34.15	\$65.03	\$24.50	\$46.72	
Family	\$170.40	\$99.18	\$71.22	Family (including Domestic Partner)	\$65.03	\$34.15	\$46.72	\$24.50	
Dental - Part-Time				FY26 Part-Time Domestic Partner Dental Rates (all salaries)					
Core	July 1, 2025 Monthly Rates & Contributions			FY26 Part-Time Domestic Partner Dental Rates (all salaries)					
	Monthly Premium	Employee Contrib	Simmons Premium	Core Dental Plan	EE Pre Tax	EE Post Tax	ER Non-Taxable	EE Imputed income	
Individual	\$24.50	\$24.50	\$0.00	Employee + Domestic Partner	\$24.50	\$46.72	\$ -	\$ -	
Family	\$71.22	\$71.22	\$0.00	Family (including Domestic Partner)	\$46.72	\$24.50	\$ -	\$ -	
Dental - Part-Time				FY26 Part-Time Domestic Partner Dental Rates (all salaries)					
Enhanced	July 1, 2025 Monthly Rates & Contributions			FY26 Part-Time Domestic Partner Dental Rates (all salaries)					
	Monthly Premium	Employee Contrib	Simmons Premium	Enhanced Dental Plan	EE Pre Tax	EE Post Tax	ER Non-Taxable	EE Imputed income	
Individual	\$58.65	\$58.65	\$0.00	Employee + Domestic Partner	\$58.65	\$111.75	\$ -	\$ -	
Family	\$170.40	\$170.40	\$0.00	Family (including Domestic Partner)	\$111.75	\$58.65	\$ -	\$ -	
Vision - All Employees				FY26 Full-Time and Part-Time Vision Rates_all salaries					
	July 1, 2025 Monthly Rates & Contributions			FY26 Full-Time and Part-Time Vision Rates_all salaries					
	Monthly Premium	Employee Contrib	Simmons Premium	Vision (all employees)	EE Pre Tax	EE Post Tax	ER Non-Taxable	EE Imputed income	
Individual	\$9.21	\$9.21	\$0.00	Employee + Domestic Partner	\$9.21	\$4.15	\$ -	\$ -	
EE + 1	\$13.36	\$13.36	\$0.00	Family (including Domestic Partner)	\$13.36	\$10.59	\$ -	\$ -	
Family	\$23.95	\$23.95	\$0.00						