

**UNIVERSITY OF ARKANSAS – SEMI-MONTHLY INSURANCE PREMIUM COMPARISON**

**July 2024**

|                           | <b>Salary Tiers</b>               | <b>Health Savings Plan</b> |                | <b>Classic Plan</b> |                | <b>Premier Plan</b> |                |
|---------------------------|-----------------------------------|----------------------------|----------------|---------------------|----------------|---------------------|----------------|
|                           | <b>Salaries below \$39,000</b>    | <b>12-Month</b>            | <b>9-Month</b> | <b>12-Month</b>     | <b>9-Month</b> | <b>12-Month</b>     | <b>9-Month</b> |
| <b>75%-100% Appointed</b> | Employee Only                     | \$28.73                    | \$40.56        | \$40.58             | \$57.29        | \$171.33            | 241.88         |
|                           | Employee & Spouse                 | \$72.16                    | \$101.87       | \$161.30            | \$227.72       | \$477.60            | 674.26         |
|                           | Employee & Child(ren)             | \$55.20                    | \$77.93        | \$115.57            | \$163.16       | \$359.35            | 507.32         |
|                           | Family                            | \$90.91                    | 128.34         | \$207.11            | \$292.39       | \$641.84            | 906.13         |
|                           | <b>Salaries \$39,000-\$54,999</b> | <b>12-Month</b>            | <b>9-Month</b> | <b>12-Month</b>     | <b>9-Month</b> | <b>12-Month</b>     | <b>9-Month</b> |
|                           | Employee Only                     | \$32.28                    | \$45.57        | \$44.54             | \$62.88        | \$175.30            | 247.48         |
|                           | Employee & Spouse                 | \$83.51                    | \$117.90       | \$172.65            | \$243.74       | \$488.95            | 690.28         |
|                           | Employee & Child(ren)             | \$66.56                    | \$93.97        | \$126.94            | \$179.21       | \$370.72            | 523.37         |
|                           | Family                            | \$106.59                   | \$150.48       | \$222.79            | \$314.53       | \$657.52            | 928.26         |
|                           | <b>Salaries \$55,000-\$99,999</b> | <b>12-Month</b>            | <b>9-Month</b> | <b>12-Month</b>     | <b>9-Month</b> | <b>12-Month</b>     | <b>9-Month</b> |
|                           | Employee Only                     | \$35.48                    | \$50.09        | \$48.09             | \$67.89        | \$178.85            | 252.49         |
|                           | Employee & Spouse                 | \$94.86                    | \$133.92       | \$184.01            | \$259.78       | \$500.31            | 706.32         |
|                           | Employee & Child(ren)             | \$77.93                    | \$110.02       | \$138.31            | \$195.26       | \$382.09            | 539.42         |
|                           | Family                            | \$130.12                   | \$183.70       | \$246.32            | \$347.75       | \$681.05            | 961.48         |
|                           | <b>Salaries above \$100,000</b>   | <b>12-Month</b>            | <b>9-Month</b> | <b>12-Month</b>     | <b>9-Month</b> | <b>12-Month</b>     | <b>9-Month</b> |
|                           | Employee Only                     | \$36.20                    | \$51.11        | \$48.90             | \$69.04        | \$177.60            | 250.73         |
|                           | Employee & Spouse                 | \$106.22                   | \$149.96       | \$195.36            | \$275.80       | \$506.70            | 715.34         |
|                           | Employee & Child(ren)             | \$87.03                    | \$122.87       | \$147.41            | \$208.11       | \$387.37            | 546.88         |
| Family                    | \$149.72                          | \$211.37                   | \$265.92       | \$375.42            | \$693.83       | 979.52              |                |
| <b>50%-74% Appointed</b>  | <b>Salary Tiers</b>               | <b>Health Savings Plan</b> |                | <b>Classic Plan</b> |                | <b>Premier Plan</b> |                |
|                           | <b>Salaries below \$39,000</b>    | <b>12-Month</b>            | <b>9-Month</b> | <b>12-Month</b>     | <b>9-Month</b> | <b>12-Month</b>     | <b>9-Month</b> |
|                           | Employee Only                     | \$75.72                    | \$106.90       | \$92.86             | \$131.10       | \$223.63            | \$315.71       |
|                           | Employee & Spouse                 | \$177.02                   | \$249.91       | \$267.07            | \$377.04       | \$583.37            | \$823.58       |
|                           | Employee & Child(ren)             | \$142.61                   | \$201.33       | \$203.58            | \$287.41       | \$447.36            | \$631.57       |
|                           | Family                            | \$239.77                   | \$338.50       | \$357.11            | \$504.16       | \$791.84            | \$1,117.89     |
|                           | <b>Salaries \$39,000-\$54,999</b> | <b>12-Month</b>            | <b>9-Month</b> | <b>12-Month</b>     | <b>9-Month</b> | <b>12-Month</b>     | <b>9-Month</b> |
|                           | Employee Only                     | \$78.39                    | \$110.67       | \$95.83             | \$135.29       | \$226.59            | \$319.89       |
|                           | Employee & Spouse                 | \$185.53                   | \$261.92       | \$275.59            | \$389.07       | \$591.88            | \$835.60       |
|                           | Employee & Child(ren)             | \$151.14                   | \$213.37       | \$211.99            | \$299.28       | \$486.37            | \$686.64       |
|                           | Family                            | \$251.53                   | \$355.10       | \$368.88            | \$520.77       | \$803.60            | \$1,134.49     |
|                           | <b>Salaries \$55,000-\$99,999</b> | <b>12-Month</b>            | <b>9-Month</b> | <b>12-Month</b>     | <b>9-Month</b> | <b>12-Month</b>     | <b>9-Month</b> |
|                           | Employee Only                     | \$80.79                    | \$114.06       | \$98.49             | \$139.04       | \$223.63            | \$315.71       |
|                           | Employee & Spouse                 | \$194.05                   | \$273.95       | \$284.10            | \$401.08       | \$583.37            | \$823.58       |
|                           | Employee & Child(ren)             | \$159.66                   | \$225.40       | \$220.63            | \$311.48       | \$447.36            | \$631.57       |
|                           | Family                            | \$269.18                   | \$380.02       | \$386.52            | \$545.68       | \$791.84            | \$1,117.89     |
|                           | <b>Salaries above \$100,000</b>   | <b>12-Month</b>            | <b>9-Month</b> | <b>12-Month</b>     | <b>9-Month</b> | <b>12-Month</b>     | <b>9-Month</b> |
|                           | Employee Only                     | \$81.33                    | \$114.82       | \$99.09             | \$139.89       | \$229.86            | \$324.51       |
| Employee & Spouse         | \$202.57                          | \$285.98                   | \$292.62       | \$413.11            | \$608.92       | \$859.65            |                |
| Employee & Child(ren)     | \$166.48                          | \$235.03                   | \$227.45       | \$321.11            | \$471.24       | \$665.28            |                |
| Family                    | \$283.86                          | \$400.74                   | \$401.23       | \$566.44            | \$835.95       | \$1,180.16          |                |

\*Premium rates may vary on actual payroll deduction by 1 cent due to differing rounding calculations in Workday.

## UNIVERSITY OF ARKANSAS – SEMI-MONTHLY INSURANCE PREMIUMS

| July 2024   | 12 Month Premiums  |                          |   |  | 9 Month Premiums  |                          |   |  |            |          |
|---|--|--------------------------|---|--|---|--------------------------|---|--|------------|----------|
| <b>Dental Coverage</b>  | <b>Coverage</b>  |                          | <b>75-100%</b>  | <b>50-74%</b>  | <b>Coverage</b>   |                          | <b>75-100%</b>  | <b>50-74%</b>  |            |          |
|   | Employee Only  |                          | \$8.00  | \$10.72  | Employee Only   |                          | \$11.29   | \$15.13  |            |          |
|   | Employee & Spouse  |                          | \$16.50   | \$22.11  | Employee & Spouse   |                          | \$23.29   | \$31.21  |            |          |
|   | Employee & Child(ren)  |                          | \$13.92   | \$18.66  | Employee & Child(ren)   |                          | \$19.66   | \$26.34  |            |          |
| Family  |  | \$22.42                  | \$30.05   | Family   |   | \$31.66                  | \$42.42   |  |            |          |
| <b>Vision Insurance</b>   | <b>Coverage</b>  |                          | <b>Basic</b>  | <b>Enhanced</b>  | <b>Coverage</b>   |                          | <b>Basic</b>  | <b>Enhanced</b>  |            |          |
|   | Employee Only  |                          | \$2.34  | \$4.74   | Employee Only   |                          | \$3.31  | \$6.69   |            |          |
|   | Employee & Spouse  |                          | \$4.65  | \$9.37   | Employee & Spouse   |                          | \$6.57  | \$13.23  |            |          |
|   | Employee & Child(ren)  |                          | \$4.55  | \$9.18   | Employee & Child(ren)   |                          | \$6.43  | \$12.97  |            |          |
| Family  |  | \$6.92                   | \$13.96   | Family   |   | \$9.78                   | \$19.71   |  |            |          |
| <b>Life Insurance</b>   | <b>Basic Life:</b> mandatory & 100% employer paid \$.155/\$1,000   |                          |   |  | <b>Basic Life:</b> mandatory & 100% employer paid \$.207/\$1,000                              |                          |   |  |            |          |
|   | <b>Optional Life</b>   | <b>Your current Age:</b> |   |  | <b>Optional Life</b>  | <b>Your current age:</b> |   |  |            |          |
|   |  | Less than 30             | \$ .037   | 50 but <55   | \$ .172   |                          | Less than 30  | \$ .049  | 50 but <55 | \$ .231  |
|   |  | 30 but <35               | \$ .053   | 55 but <60   | \$ .321   |                          | 30 but <35  | \$ .071  | 55 but <60 | \$ .428  |
|   |  | 35 but <40               | \$ .060   | 60 but <65   | \$ .493   |                          | 35 but <40  | \$ .080  | 60 but <65 | \$ .657  |
|   |  | 40 but <45               | \$ .075   | 65 but <70   | \$ .950   |                          | 40 but <45  | \$ .100  | 65 but <70 | \$ 1.267 |
|   |  | 45 but <50               | \$ .112   | 70 & older   | \$ 1.553  |                          | 45 but <50  | \$ .149  | 70 & older | \$ 2.071 |
| To calculate your semi-monthly premium:<br>1. Multiply your annual salary by 1, 2, 3, or 4 (based on your coverage election). Round to next \$1,000<br>2. Divide by \$1,000<br>3. Multiply by age rate above and then divide by 2 |  |                          |   | To calculate your semi-monthly premium:<br>1. Multiply your annual salary by 1, 2, 3, or 4 (based on your coverage election). Round to next \$1,000<br>2. Divide by \$1,000 and multiply by age rate above.<br>3. Multiply by 9 and divide by 17.    |   |                          |   |  |            |          |
| <b>Dependent Life Insurance</b>   | Employees can cover spouse for \$10,000, \$15,000, or \$20,000.  |                          | <b>Coverage</b>   |  | Employees can cover spouse for \$10,000, \$15,000, or \$20,000.                               |                          | <b>Coverage</b>   |  |            |          |
|   | Eligible dependent children are covered at 50% of spouse's coverage.   |                          | \$10,000  | \$1.43   | Eligible dependent children are covered at 50% of spouse's coverage.                          |                          | \$10,000  | \$2.01   |            |          |
|   |  |                          | \$15,000  | \$2.14   |   | \$15,000                 | \$3.01  |  |            |          |
|   |  |                          | \$20,000  | \$2.85   |   | \$20,000                 | \$4.02  |  |            |          |
| <b>Short-term Disability</b>  | <b>Optional STD</b>  |                          |   |  | <b>Optional STD</b>   |                          |   |  |            |          |
|   | Covers salary up to maximum coverage of \$216,000  |                          | 1. Multiply annual salary by .0049<br>2. Divide by 24   |  | Covers salary up to maximum coverage of \$216,000   |                          | 1. Multiply annual salary by .0049<br>2. Divide by 17   |  |            |          |
| <b>Long Term Disability</b>   | <b>Basic Long-Term Disability</b> Mandatory & 100% employer paid. Covers 60% of \$20,000 coverage  |                          |   |  | <b>Basic Long-term Disability</b> Mandatory & 100% Empr. Paid Covers 60% of \$20,000 coverage |                          |   |  |            |          |
|   | <b>Optional LTD Coverage</b>   |                          | Calculate your SM premium:  |  | <b>Optional LTD Coverage</b>  |                          | Calculate your SM premium:  |  |            |          |
|   | Maximum salary to be used in calculation is \$500,000.   |                          | 1. Subtract \$20,000 from annual salary<br>2. Divide by 24<br>3. Divide by 100<br>4. Multiply by \$.430 |  | Maximum salary to be used in calculation is \$500,000.  |                          | 1. Subtract \$20,000 from annual salary<br>2. Divide by 17<br>3. Divide by 100<br>4. Multiply by \$.430 |  |            |          |
| <b>AD&amp;D Insurance</b>   | <b>Coverage</b>  | <b>Single</b>            | <b>Family</b>   | Spouse covered for 60% of coverage amount and eligible dependent children for 20% of family coverage amount. Coverage in excess of \$150,000 will be limited to the lesser of \$300,000 or 15-times employee's salary (rounded up to next \$25,000). | <b>Covered</b>  | <b>Single</b>            | <b>Family</b>   | Spouse covered for 60% of coverage amount and eligible dependent children for 20% of family coverage amount. Coverage in excess of \$150,000 will be limited to the lesser of \$300,000 or 15-times employee's salary (rounded up to next \$25,000). |            |          |
|   | \$25,000   | \$ .19                   | \$ .38  |  | \$25,000  | \$ .27                   | \$ .53  |  |            |          |
|   | \$50,000   | \$ .38                   | \$ .75  |  | \$50,000  | \$ .53                   | \$ 1.06   |  |            |          |
|   | \$75,000   | \$ .56                   | \$ 1.13   |  | \$75,000  | \$ .80                   | \$ 1.59   |  |            |          |
|   | \$100,000  | \$ .75                   | \$ 1.50   |  | \$100,000   | \$ 1.06                  | \$ 2.12   |  |            |          |
|   | \$125,000  | \$ .94                   | \$ 1.88   |  | \$125,000   | \$ 1.33                  | \$ 2.65   |  |            |          |
|   | \$150,000  | \$ 1.13                  | \$ 2.25   |  | \$150,000   | \$ 1.59                  | \$ 3.18   |  |            |          |
|   | \$175,000  | \$ 1.32                  | \$ 2.63   |  | \$175,000   | \$ 1.86                  | \$ 3.71   |  |            |          |
|   | \$200,000  | \$ 1.50                  | \$ 3.00   |  | \$200,000   | \$ 2.12                  | \$ 4.24   |  |            |          |
|   | \$225,000  | \$ 1.69                  | \$ 3.38   |  | \$225,000   | \$ 2.39                  | \$ 4.76   |  |            |          |
|   | \$250,000  | \$ 1.88                  | \$ 3.75   |  | \$250,000   | \$ 2.65                  | \$ 5.29   |  |            |          |
| \$275,000   | \$ 2.06  | \$ 4.13                  | \$275,000   | \$ 2.92  | \$ 5.82   |                          |   |  |            |          |
| \$300,000   | \$ 2.25  | \$ 4.50                  | \$300,000   | \$ 3.18  | \$ 6.35   |                          |   |  |            |          |
| <b>Voluntary Products</b>   | 1. Group Rated Auto/Home Insurance: Rates quoted year-round by Farmers GroupSelect 800-438-6381, <a href="http://myautohome.farmer.com">myautohome.farmer.com</a> .  |                          |   |  |   |                          |   |  |            |          |
|   | 2. Critical Illness, Hospital Indemnity, & Accident Protection Insurance: Rates can be found online at <a href="https://hr.uark.edu/benefits/catastrophic/uhc-plans.php">https://hr.uark.edu/benefits/catastrophic/uhc-plans.php</a> |                          |   |  |   |                          |   |  |            |          |
|   | 3. Identity Theft: Contact ID Watchdog at 1-866-513-1518 or go to <a href="http://identitybenefits.com/?code=UniversityofArkansas">http://identitybenefits.com/?code=UniversityofArkansas</a> to enroll.                             |                          |   |  |   |                          |   |  |            |          |
|   | 4. Legal Protection through LegalShield: Contact 1-870-295-0417 or go to <a href="http://www.legalshield.com/info/uas">www.legalshield.com/info/uas</a> to enroll.   |                          |   |  |   |                          |   |  |            |          |