

UNIVERSITY OF ARKANSAS – PROJECTED MONTHLY INSURANCE PREMIUMS

Jul 2018	Salary Tiers	Classic Plan		Health Savings Plan		Premier Plan			
Medical Coverage	Salaries below \$28,000	12-Month	9-Month	12-Month	9-Month	12-Month	9-Month		
	Employee Only	\$68.05	\$90.73	\$37.81	\$50.41	\$136.51	\$182.01		
	Employee & Spouse	\$181.27	\$241.69	\$113.75	\$151.67	\$398.44	\$531.25		
	Employee & Child(ren)	\$140.03	\$186.71	\$84.87	\$113.16	\$308.80	\$411.73		
	Emp., Sp. & Child(ren)	\$242.78	\$323.71	\$150.18	\$200.24	\$534.44	\$712.59		
	75%-100% Appointed	Salaries \$28,000-\$38,999	12-Month	9-Month	12-Month	9-Month	12-Month	9-Month	
		Employee Only	\$68.05	\$90.73	\$37.81	\$50.41	\$136.51	\$182.01	
		Employee & Spouse	\$197.40	\$263.20	\$129.88	\$173.17	\$426.94	\$569.25	
		Employee & Child(ren)	\$150.45	\$200.60	\$95.29	\$127.05	\$324.44	\$432.59	
		Emp., Sp. & Child(ren)	\$260.52	\$347.36	\$167.92	\$223.89	\$560.92	\$747.89	
		Note: Employees who are less than 100% appointed will be in the salary tier equal to their 100% appointed salary.	Salaries \$39,000-\$54,999	12-Month	9-Month	12-Month	9-Month	12-Month	9-Month
			Employee Only	\$74.86	\$99.81	\$44.62	\$59.49	\$143.32	\$191.09
			Employee & Spouse	\$209.86	\$279.82	\$142.34	\$189.79	\$445.94	\$594.59
			Employee & Child(ren)	\$161.77	\$215.70	\$106.61	\$142.15	\$343.99	\$458.65
			Emp., Spouse & Child(ren)	\$277.55	\$370.07	\$184.95	\$246.60	\$587.40	\$783.20
			Note: Employees who are less than 100% appointed will be in the salary tier equal to their 100% appointed salary.	Salaries \$55,000-\$99,999	12-Month	9-Month	12-Month	9-Month	12-Month
Employee Only				\$80.98	\$107.97	\$50.74	\$67.65	\$149.44	\$199.25
Employee & Spouse				\$222.82	\$297.10	\$155.30	\$207.07	\$464.94	\$619.92
Employee & Child(ren)				\$173.49	\$231.33	\$118.33	\$157.77	\$363.54	\$484.72
Emp., Spouse & Child(ren)				\$299.69	\$399.58	\$207.09	\$276.12	\$627.12	\$836.16
Note: Employees who are less than 100% appointed will be in the salary tier equal to their 100% appointed salary.				Salaries \$100,000-\$149,999	12-Month	9-Month	12-Month	9-Month	12-Month
	Employee Only			\$82.34	\$109.78	\$52.10	\$69.47	\$150.80	\$201.07
	Employee & Spouse			\$238.35	\$317.79	\$170.83	\$227.77	\$483.94	\$645.25
	Employee & Child(ren)			\$185.65	\$247.54	\$130.49	\$173.99	\$379.18	\$505.57
	Emp., Sp. & Child(ren)			\$323.04	\$430.72	\$230.44	\$307.25	\$660.22	\$880.29
	Note: Employees who are less than 100% appointed will be in the salary tier equal to their 100% appointed salary.			Salaries Above \$150,000	12-Month	9-Month	12-Month	9-Month	12-Month
		Employee Only		\$83.70	\$111.60	\$53.46	\$71.28	\$152.16	\$202.88
		Employee & Spouse		\$255.00	\$340.00	\$187.48	\$249.97	\$512.44	\$683.25
		Employee & Child(ren)		\$199.34	\$265.79	\$144.18	\$192.24	\$402.64	\$536.85
		Emp., Spouse & Child(ren)		\$343.66	\$458.21	\$251.06	\$334.75	\$693.32	\$924.43
		Medical Coverage		Salaries below \$28,000	12-Month	9-Month	12-Month	9-Month	12-Month
			Employee Only	\$116.24	\$154.98	\$90.30	\$120.40	\$224.00	\$298.66
			Employee & Spouse	\$296.58	\$395.44	\$229.06	\$305.41	\$726.56	\$968.75
			Employee & Child(ren)	\$236.33	\$315.10	\$181.17	\$241.56	\$459.33	\$612.45
			Emp., Spouse & Child(ren)	\$404.96	\$539.95	\$312.36	\$416.48	\$786.00	\$1,048.00
			50%-74% Appointed	Salaries \$28,000-\$38,999	12-Month	9-Month	12-Month	9-Month	12-Month
Employee Only				\$116.24	\$154.98	\$90.30	\$120.40	\$224.00	\$298.66
Employee & Spouse				\$310.29	\$413.72	\$242.77	\$323.69	\$597.94	\$797.25
Employee & Child(ren)				\$245.18	\$326.91	\$190.02	\$253.36	\$471.06	\$628.09
Emp., Sp. & Child(ren)				\$420.04	\$560.06	\$327.44	\$436.59	\$805.86	\$1,074.48
Note: Employees who are less than 100% appointed will be in the salary tier equal to their 100% appointed salary.				Salaries \$39,000-\$54,999	12-Month	9-Month	12-Month	9-Month	12-Month
	Employee Only			\$127.86	\$170.48	\$96.09	\$128.12	\$229.10	\$305.47
	Employee & Spouse			\$320.88	\$427.85	\$253.36	\$337.81	\$612.19	\$816.25
	Employee & Child(ren)			\$254.81	\$339.74	\$199.65	\$266.20	\$485.73	\$647.64
	Emp., Sp. & Child(ren)			\$434.52	\$579.36	\$341.92	\$455.89	\$825.72	\$1,100.96
	Note: Employees who are less than 100% appointed will be in the salary tier equal to their 100% appointed salary.			Salaries \$55,000-\$99,999	12-Month	9-Month	12-Month	9-Month	12-Month
		Employee Only		\$138.32	\$184.43	\$101.29	\$135.05	\$233.69	\$311.59
		Employee & Spouse		\$331.90	\$442.53	\$264.38	\$352.51	\$626.44	\$835.25
		Employee & Child(ren)		\$264.77	\$353.03	\$209.61	\$279.48	\$500.39	\$667.19
		Emp., Sp. & Child(ren)		\$453.33	\$604.44	\$360.73	\$480.97	\$855.51	\$1,140.68
		Note: Employees who are less than 100% appointed will be in the salary tier equal to their 100% appointed salary.		Salaries \$100,000-\$149,999	12-Month	9-Month	12-Month	9-Month	12-Month
			Employee Only	\$140.65	\$187.53	\$102.45	\$136.60	\$234.71	\$312.95
			Employee & Spouse	\$345.09	\$460.13	\$277.57	\$370.09	\$640.69	\$854.25
			Employee & Child(ren)	\$275.11	\$366.81	\$219.95	\$293.27	\$512.12	\$682.83
			Emp. Sp. & Child(ren)	\$473.19	\$630.91	\$380.59	\$507.45	\$880.33	\$1,173.78
			Note: Employees who are less than 100% appointed will be in the salary tier equal to their 100% appointed salary.	Salaries Above \$150,000	12-Month	9-Month	12-Month	9-Month	12-Month
Employee Only				\$142.97	\$190.63	\$103.61	\$138.15	\$235.73	\$314.31
Employee & Spouse				\$359.25	\$479.00	\$291.73	\$388.97	\$662.06	\$882.75
Employee & Child(ren)				\$286.74	\$382.32	\$231.58	\$308.77	\$529.71	\$706.29
Emp. Sp. & Child(ren)				\$490.71	\$654.28	\$398.11	\$530.81	\$905.16	\$1,206.88

****9-Month Premiums.** Faculty on a 9-month appointment and staff members paying benefits over 9 months pay an additional premium September through May to prepay for the following June, July, and August. These 9-month premiums are calculated assuming that the premiums will begin in September and will remain unchanged for a 12 month period (through the following August). Faculty/staff paying with 9-month premiums enrolling in coverage or making changes to their premiums October or later will have to pay an extra premium through the following May to assure that sufficient premiums will be collected to pre-pay for the following summer.

UNIVERSITY OF ARKANSAS – PROJECTED MONTHLY INSURANCE PREMIUMS

Jul 2018	12 Month Premiums				9 Month Premiums**					
Dental Coverage FAY, AUX, CJI, ARAS	Coverage		75-100% Appt	50-74% Appt	Coverage		75-100% Appt	50-74% Appt		
	Employee Only		\$16.00	\$21.44	Employee Only		\$21.33	\$28.59		
	Employee & Spouse		\$33.00	\$44.22	Employee & Spouse		\$44.00	\$58.96		
	Employee & Child(ren)		\$27.85	\$37.32	Employee & Child(ren)		\$37.13	\$49.76		
Emp., Sp & Child(ren)		\$44.85	\$60.10	Emp., Sp & Child(ren)		\$59.80	\$80.13			
Dental Coverage Division of Agriculture	Coverage		75-100% Appt	50-74% Appt	Coverage		75-100% Appt	50-74% Appt		
	Employee Only		\$15.53	\$20.82	Employee Only		\$20.71	\$27.76		
	Employee & Spouse		\$32.04	\$42.93	Employee & Spouse		\$42.72	\$57.25		
	Employee & Child(ren)		\$27.04	\$36.23	Employee & Child(ren)		\$36.05	\$48.31		
Emp., Sp & Child(ren)		\$43.54	\$58.35	Emp., Sp & Child(ren)		\$58.05	\$77.80			
Vision Insurance	Coverage		Basic	Enhanced	Coverage		Basic	Enhanced		
	Employee Only		\$5.76	\$11.62	Employee Only		\$7.68	\$15.49		
	Employee & Spouse		\$11.43	\$22.97	Employee & Spouse		\$15.24	\$30.63		
	Employee & Child(ren)		\$11.19	\$22.52	Employee & Child(ren)		\$14.92	\$30.03		
	Emp., Sp & Child(ren)		\$17.01	\$34.22	Emp., Sp & Child(ren)		\$22.68	\$45.63		
Life Insurance	Basic Life mandatory & 100% employer paid - \$0.155 per \$1,000									
	Optional Life	Your current age:			Optional Life	Your current age:				
		Less than 30	\$0.042	50 but < 55	\$0.193		Less than 30	\$0.056	50 but < 55	\$0.257
		30 but < 35	\$0.059	55 but < 60	\$0.361		30 but < 35	\$0.079	55 but < 60	\$0.481
		35 but < 40	\$0.067	60 but < 65	\$0.554		35 but < 40	\$0.089	60 but < 65	\$0.739
		40 but < 45	\$0.084	65 but < 70	\$1.067		40 but < 45	\$0.112	65 but < 70	\$1.423
		45 but < 50	\$0.126	70 & older	\$1.722		45 but < 50	\$0.168	70 & older	\$2.296
	To calculate your monthly premium:				To calculate your monthly premium:					
	1. Multiply your annual salary by 1, 2, 3, or 4 (based on your coverage election). Round to next \$1,000.				1. Multiply your annual salary by 1, 2, 3, or 4 (based on your coverage election). Round to next \$1,000.					
	2. Divide by \$1,000				2. Divide by \$1,000					
3. Multiply by Age Rate above.				3. Multiply by Age Rate above.						
Dependent Life Insurance	Employees can cover spouse for \$10,000, \$15,000 or \$20,000.		Coverage		Employees can cover spouse for \$10,000, \$15,000 or \$20,000.		Coverage			
	Eligible dependent children are covered at 50% of spouse's coverage.		\$10,000	\$2.85	Eligible dependent children are covered at 50% of spouse's coverage.		\$10,000	\$3.80		
			\$15,000	\$4.27			\$15,000	\$5.69		
		\$20,000	\$5.69			\$20,000	\$7.59			
Short Term Disability Division of Agriculture does not participate.	Basic Short Term Disability mandatory & 100% employer paid.									
	Optional STD									
	Classified Staff				Classified Staff					
	Covers salary over \$45,000 up to a maximum covered of \$216,000.				Covers salary over \$45,000 up to a maximum covered of \$216,000..					
	Calculate your monthly premium: 1. Divide annual salary by 12 2. Divide by 100 3. Multiply by \$.23				Calculate your monthly premium: 1. Divide annual salary by 9 2. Divide by 100 3. Multiply by \$.23					
Non-Classified Faculty/staff				Non-Classified Faculty/Staff						
Covers salary from \$0.00 up to a maximum covered salary of \$216,000.				Covers salary from \$0.00 up to a maximum covered salary of \$216,000.						
Calculate your monthly premium: 1. Divide annual salary by 12 2. Divide by 100 3. Multiply by \$.79				Calculate your monthly premium: 1. Divide annual salary by 9 2. Divide by 100 3. Multiply by \$.79						
Long Term Disability	Basic Long Term Disability mandatory & 100% employer paid.									
	Optional LTD Coverage									
	Enroll only if salary is over \$20,000. Maximum salary to be used in calculation is \$100,000.				Enroll only if salary is over \$20,000. Maximum salary to be used in calculation is \$100,000.					
Calculate your monthly premium: 1. Divide annual salary by 12 2. Subtract 1,666.67 3. Divide by 100 4. Multiply by \$0.512				Calculate your monthly premium: 1. Divide annual salary by 9 2. Subtract 2,222.22 3. Divide by 100 4. Multiply by \$0.512						
AD&D Insurance	Coverage		Single	Family	Coverage		Single	Family		
	\$25,000		\$0.38	\$0.75	\$25,000		\$0.51	\$1.00		
	\$50,000		\$0.75	\$1.50	\$50,000		\$1.00	\$2.00		
	\$75,000		\$1.13	\$2.25	\$75,000		\$1.51	\$3.00		
	\$100,000		\$1.50	\$3.00	\$100,000		\$2.00	\$4.00		
	\$125,000		\$1.88	\$3.75	\$125,000		\$2.51	\$5.00		
	\$150,000		\$2.25	\$4.50	\$150,000		\$3.00	\$6.00		
	\$175,000		\$2.63	\$5.25	\$175,000		\$3.51	\$7.00		
	\$200,000		\$3.00	\$6.00	\$200,000		\$4.00	\$8.00		
	\$225,000		\$3.38	\$6.75	\$225,000		\$4.51	\$9.00		
	\$250,000		\$3.75	\$7.50	\$250,000		\$5.00	\$10.00		
	\$275,000		\$4.13	\$8.25	\$275,000		\$5.51	\$11.00		
\$300,000		\$4.50	\$9.00	\$300,000		\$6.00	\$12.00			
		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).								

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