

2016 Medical Rates Per Paycheck

For active benefits eligible employees
Return to 26 Paychecks in 2016

		Completed MHA, Tobacco Affidavit and Physical		Completed MHA and Tobacco Affidavit OR Physical		Completed no requirements	
Basic Plan	Total Cost	Monthly Employee Cost	Employee Cost Per Paycheck	Monthly Employee Cost	Employee Cost Per Paycheck	Monthly Employee Cost	Employee Cost Per Paycheck
Employee Only	\$663.64	\$71.20	\$32.86	\$121.20	\$55.94	\$171.20	\$79.01
Employee + Spouse	\$1,368.17	\$445.86	\$205.78	\$495.86	\$228.86	\$545.86	\$251.94
Employee + Child(ren)	\$1,253.03	\$385.34	\$177.85	\$435.34	\$200.93	\$485.34	\$224.00
Employee + Family	\$1,877.41	\$602.13	\$277.91	\$652.13	\$300.99	\$702.13	\$324.06

Consumer Choice Plan	Total Cost	Monthly Employee Cost	Employee Cost Per Paycheck	Monthly Employee Cost	Employee Cost Per Paycheck	Monthly Employee Cost	Employee Cost Per Paycheck
Employee Only	\$548.42	\$0.00	\$0.00	\$50.00	\$23.08	\$100.00	\$46.15
Employee + Spouse	\$1,083.91	\$266.05	\$122.79	\$316.05	\$145.87	\$366.05	\$168.95
Employee + Child(ren)	\$990.11	\$250.83	\$115.77	\$300.83	\$138.84	\$350.83	\$161.92
Employee + Family	\$1,544.90	\$375.78	\$173.44	\$425.78	\$196.52	\$475.78	\$219.59

Domestic Partner (DP) Medical Rates Per Paycheck

	Basic Plan				
	Completed MHA, Tobacco Affidavit and Physical				
	Total Monthly Cost	Total Per Paycheck	Pre-Tax	Post-Tax	Imputed Income
Employee + DP	\$1,368.17	\$205.78	\$32.86	\$172.92	\$152.25
Employee + DP + DP Child	\$1,877.41	\$277.91	\$32.86	\$245.05	\$315.15
Employee + Child + DP	\$1,877.41	\$277.91	\$177.85	\$100.06	\$188.12
Employee + DP + Child + DP Child	\$1,877.41	\$277.91	\$32.86	\$245.05	\$315.15
	Basic Plan				
	Completed MHA and Tobacco Affidavit OR Physical				
	Total Monthly Cost	Total Per Paycheck	Pre-Tax	Post-Tax	Imputed Income
Employee + DP	\$1,368.17	\$228.26	\$32.86	\$196.00	\$152.25
Employee + DP + DP Child	\$1,877.41	\$300.98	\$32.86	\$268.12	\$315.15
Employee + Child + DP	\$1,877.41	\$300.98	\$177.85	\$123.13	\$188.12
Employee + DP + Child + DP Child	\$1,877.41	\$300.98	\$32.86	\$268.12	\$315.15
	Basic Plan				
	Completed no requirements				
	Total Monthly Cost	Total Per Paycheck	Pre-Tax	Post-Tax	Imputed Income
Employee + DP	\$1,368.17	\$251.94	\$32.86	\$219.08	\$152.25
Employee + DP + DP Child	\$1,877.41	\$324.06	\$32.86	\$291.20	\$315.15
Employee + Child + DP	\$1,877.41	\$324.06	\$177.85	\$146.21	\$188.12
Employee + DP + Child + DP Child	\$1,877.41	\$324.06	\$32.86	\$291.20	\$315.15

Note: Under IRS rules, pre-tax dollars may not be used to pay for the domestic partner's and children's health insurance coverage; and the employee must report the estimated value of the employer's financial contribution towards health insurance coverage as taxable wages (Imputed Income) for their domestic partner and children that are not the employee's legal tax dependents. Employees should consult a qualified tax advisor for assistance.

