



MEDICAL PREMIUMS: 2021 PLAN YEAR

Twelve-Month Employees

MEDICAL PREMIUMS					
Plan Type	Coverage	2021 Employee Cost		2021 Employer Cost	
		Per Pay Period [†]	Per Month	Per Pay Period [†]	Per Month
Triple Choice Plan	Employee Only	\$28.36	\$56.72	\$293.08	\$586.16
	Employee + Adult	\$77.45	\$154.90	\$603.55	\$1,207.10
	Employee + Child	\$62.08	\$124.16	\$392.53	\$785.06
	Family	\$131.75	\$263.50	\$683.40	\$1,366.80
HDHP with HSA	Employee Only	\$11.00	\$22.00	\$197.90	\$395.80
	Employee + Adult	\$33.00	\$66.00	\$410.18	\$820.36
	Employee + Child	\$28.05	\$56.10	\$268.12	\$536.24
	Family	\$61.05	\$122.10	\$456.99	\$913.98
UA Alternative Plan*	Employee + Adult	\$77.45	\$154.90	\$486.17	\$972.34
	Family	\$131.75	\$263.50	\$715.14	\$1,430.28

* The UA Alternative Plan is available only to employees who are insuring a domestic partner.

† The UA has 27 pay periods this year, but insurance deductions are taken from 24 pay periods each year. When there are three pay periods in a month, one of those extra paydays will include a “premium holiday” when deductions are not taken out of your paycheck.



Nine-Month Employees

Employees paid over the nine-month academic year have special arrangements for benefit premium deductions. Extra (pre-collected) deductions are taken out of each Spring semester paycheck to pay for voluntary benefits coverage (medical, dental, vision, and supplemental life insurance) through the summer months when there is no paycheck. The University applies this pre-collected money to the employee portion of the benefit premiums that are due during the summertime, in order to maintain the employee's elected coverage. The expectation is that the employee will return for the following Fall semester.

These tables identify the full monthly premium and the amount of premium that will be deducted from the Spring and Fall paychecks.

Coverage	TCP / UA Alternative HMO				HDHP WITH HSA			
	Blue Cross/Blue Shield, United HealthCare				Blue Cross/Blue Shield, United HealthCare			
	Spring 2021		Fall 2021		Spring 2021		Fall 2021	
	Per Month	Per Pay	Per Month	Per Pay	Per Month	Per Pay	Per Month	Per Pay
Employee Only	\$77.36	\$38.68	\$56.72	\$28.36	\$30.00	\$15.00	\$22.00	\$11.00
Employee + Adult	\$211.24	\$105.62	\$154.90	\$77.45	\$90.00	\$45.00	\$66.00	\$33.00
Employee + Child	\$169.32	\$84.66	\$124.16	\$62.08	\$76.50	\$38.25	\$56.10	\$28.05
Family	\$359.32	\$179.66	\$263.50	\$131.75	\$166.50	\$83.25	\$122.10	\$61.05