

# Faculty and Staff Premiums

**TOTAL REWARDS**  
HUMAN RESOURCES  
UNIVERSITY OF ROCHESTER

OPEN ENROLLMENT 2024

OCTOBER 2023

## Faculty and Staff Health Care and Dental Plan Premiums Rate Sheet for January 1–December 31, 2024

Share of Premiums for Faculty/Staff Members *(Pay frequency: monthly and semi-monthly)*

| University Health Care Plans by Salary Band  | Monthly Premium Contributions<br><i>(12 annual deductions)</i> |   |                         |            | Semi-Monthly Premium Contributions<br><i>(24 annual deductions)</i> |   |                         |          |
|--|--|---|-------------------------|------------|---|---|-------------------------|----------|
|  | Single   | Employee and Spouse or Domestic Partner | Employee and Child(ren) | Family     | Single  | Employee and Spouse or Domestic Partner | Employee and Child(ren) | Family   |
| <b>Full-Time Employees Earning &lt; \$68,900 and Residents &amp; Fellows</b>   |  |   |                         |            |   |   |                         |          |
| YOUR PPO Plan  | \$135.48   | \$319.96                                | \$243.76                | \$436.28   | \$67.74   | \$159.98                                | \$121.88                | \$218.14 |
| YOUR HSA-Eligible Plan   | \$13.86  | \$32.70                                 | \$24.90                 | \$44.58    | \$6.93  | \$16.35                                 | \$12.45                 | \$22.29  |
| <b>Full-Time Employees Earning \$68,900 to &lt; \$102,300</b>  |  |   |                         |            |   |   |                         |          |
| YOUR PPO Plan  | \$200.48   | \$473.56                                | \$360.86                | \$645.72   | \$100.24  | \$236.78                                | \$180.43                | \$322.86 |
| YOUR HSA-Eligible Plan   | \$17.00  | \$40.16                                 | \$30.56                 | \$54.76    | \$8.50  | \$20.08                                 | \$15.28                 | \$27.38  |
| <b>Full-Time Employees Earning \$102,300 to \$147,000 and Part-Time Employees &lt; \$147,000 with more than 5 years of service</b> |  |   |                         |            |   |   |                         |          |
| YOUR PPO Plan  | \$219.38   | \$518.18                                | \$394.86                | \$706.56   | \$109.69  | \$259.09                                | \$197.43                | \$353.28 |
| YOUR HSA-Eligible Plan   | \$19.18  | \$45.30                                 | \$34.48                 | \$61.78    | \$9.59  | \$22.65                                 | \$17.24                 | \$30.89  |
| <b>Part-time employees earning less than \$147,000 with less than 5 years of service</b>   |  |   |                         |            |   |   |                         |          |
| YOUR PPO Plan  | \$274.60   | \$648.56                                | \$494.26                | \$884.34   | \$137.30  | \$324.28                                | \$247.13                | \$442.17 |
| YOUR HSA-Eligible Plan   | \$84.30  | \$199.06                                | \$151.64                | \$271.40   | \$42.15   | \$99.53                                 | \$75.82                 | \$135.70 |
| <b>Employees Earning \$147,000 to &lt; \$184,600</b>   |  |   |                         |            |   |   |                         |          |
| YOUR PPO Plan  | \$290.06   | \$685.12                                | \$522.12                | \$934.22   | \$145.03  | \$342.56                                | \$261.06                | \$467.11 |
| YOUR HSA-Eligible Plan   | \$63.66  | \$150.36                                | \$114.56                | \$205.02   | \$31.83   | \$75.18                                 | \$57.28                 | \$102.51 |
| <b>Employees Earning \$184,600 to &lt; \$242,100</b>   |  |   |                         |            |   |   |                         |          |
| YOUR PPO Plan  | \$354.98   | \$838.48                                | \$639.02                | \$1,143.36 | \$177.49  | \$419.24                                | \$319.51                | \$571.68 |
| YOUR HSA-Eligible Plan   | \$127.16   | \$300.34                                | \$228.82                | \$409.54   | \$63.58   | \$150.17                                | \$114.41                | \$204.77 |
| <b>Employees Earning &gt; \$242,100</b>  |  |   |                         |            |   |   |                         |          |
| YOUR PPO Plan  | \$410.56   | \$969.74                                | \$739.04                | \$1,322.34 | \$205.28  | \$484.87                                | \$369.52                | \$661.17 |
| YOUR HSA-Eligible Plan   | \$166.76   | \$393.88                                | \$300.10                | \$537.10   | \$83.38   | \$196.94                                | \$150.05                | \$268.55 |

| University Dental Plans | Monthly Dental Rates<br><i>(12 annual deductions)</i> |         | Semi-Monthly Dental Rates<br><i>(24 annual deductions)</i> |         |
|-------------------------|---|---------|--|---------|
|                         | Single  | Family  | Single   | Family  |
| Traditional Dental Plan | \$4.66  | \$9.46  | \$2.33   | \$4.73  |
| Medallion Dental Plan   | \$14.56   | \$29.82 | \$7.28   | \$14.91 |

The rates represented in these charts reflect the amount that will be deducted each pay period from faculty/staff members' paychecks from January 1–December 31, 2024, respectively. This is in addition to the amount contributed by the University. Faculty/Staff member premiums are based on salary, full-time/part-time status, and University years of service as of January 1, 2024. Any changes to either salary or University service throughout the calendar year will not change the

faculty/staff member's premium amount in 2024. If your work status changes between full-time and part-time during the calendar year, your payroll deductions will be adjusted as appropriate. For a salaried faculty or staff member, annual salary is 12 times the regular monthly salary or 24 times the regular semi-monthly salary. For faculty members under the School of Medicine and Dentistry Faculty Compensation plan, annual salary means the "Targeted Salary."

**See reverse side for Bi-Weekly Hourly rates.**

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## Faculty and Staff Health Care and Dental Plan Premiums Rate Sheet for January 1–December 31, 2024

Share of Premiums for Faculty/Staff Members (Pay frequency: bi-weekly hourly)

| University Health Care Plans by Salary Band  | Bi-Weekly Hourly Premium Contributions<br>(26 annual deductions) |   |                         |          |
|--|--|---|-------------------------|----------|
|  | Single   | Employee and Spouse or Domestic Partner | Employee and Child(ren) | Family   |
| <b>Full-Time Employees Earning &lt; \$68,900 and Residents and Fellows</b>   |  |   |                         |          |
| YOUR PPO Plan  | \$62.53  | \$147.67                                | \$112.50                | \$201.36 |
| YOUR HSA-Eligible Plan   | \$6.40   | \$15.09                                 | \$11.49                 | \$20.58  |
| <b>Full-Time Employees Earning \$68,900 to &lt; \$102,300</b>  |  |   |                         |          |
| YOUR PPO Plan  | \$92.53  | \$218.57                                | \$166.55                | \$298.02 |
| YOUR HSA-Eligible Plan   | \$7.85   | \$18.54                                 | \$14.10                 | \$25.27  |
| <b>Full-Time Employees Earning \$102,300 to \$147,000 and Part-Time Employees &lt; \$147,000 with more than 5 years of service</b> |  |   |                         |          |
| YOUR PPO Plan  | \$101.25   | \$239.16                                | \$182.24                | \$326.10 |
| YOUR HSA-Eligible Plan   | \$8.85   | \$20.91                                 | \$15.91                 | \$28.51  |
| <b>Part-time employees earning less than \$147,000 with less than 5 years of service<sup>†</sup></b>                               |  |   |                         |          |
| YOUR PPO Plan  | \$126.74   | \$299.34                                | \$228.12                | \$408.16 |
| YOUR HSA-Eligible Plan   | \$38.91  | \$91.87                                 | \$69.99                 | \$125.26 |
| <b>Employees Earning \$147,000 to &lt; \$184,600</b>   |  |   |                         |          |
| YOUR PPO Plan  | \$133.87   | \$316.21                                | \$240.98                | \$431.18 |
| YOUR HSA-Eligible Plan   | \$29.38  | \$69.40                                 | \$52.87                 | \$94.62  |
| <b>Employees Earning \$184,600 to &lt; \$242,100</b>   |  |   |                         |          |
| YOUR PPO Plan  | \$163.84   | \$386.99                                | \$294.93                | \$527.70 |
| YOUR HSA-Eligible Plan   | \$58.69  | \$138.62                                | \$105.61                | \$189.02 |
| <b>Employees Earning &gt; \$242,100<sup>‡</sup></b>  |  |   |                         |          |
| YOUR PPO Plan  | \$189.49   | \$447.57                                | \$341.10                | \$610.31 |
| YOUR HSA-Eligible Plan   | \$76.97  | \$181.79                                | \$138.51                | \$247.89 |

| University Dental Plans | Bi-Weekly Hourly Dental Rates<br>(26 annual deductions) |         |
|-------------------------|---|---------|
|                         | Single  | Family  |
| Traditional Dental Plan | \$2.15  | \$4.37  |
| Medallion Dental Plan   | \$6.72  | \$13.76 |

The rates represented in these charts reflect the amount that will be deducted each pay period from faculty/staff members' paychecks from January 1–December 31, 2024, respectively. This is in addition to the amount contributed by the University. Faculty/Staff member premiums are based on salary, full-time/part-time status, and University years of service as of January 1, 2024. Any changes to either salary or University service throughout the calendar year will not change the

faculty/staff member's premium amount in 2024. If your work status changes between full-time and part-time during the calendar year, your payroll deductions will be adjusted as appropriate. For a salaried faculty or staff member, annual salary is 12 times the regular monthly salary or 24 times the regular semi-monthly salary. For faculty members under the School of Medicine and Dentistry Faculty Compensation plan, annual salary means the "Targeted Salary."

<sup>†</sup> Also includes Travel At Home positions and Time-as-Reported employees who qualify as full-time employees in accordance with the University's Measurement and Stability Periods Policy.

<sup>‡</sup> Also Includes Travel At Home CRNAs

**See reverse side for Monthly and Semi-Monthly rates.**

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