

Annual Payroll Deductions

Annual premiums are pre-taxed and pro-rated over the plan year (7/1/2020–6/30/2021). To calculate the pay period deduction, divide the annual premium by **24 (if you are an administrator or faculty member)** or **26 (if you are a staff member)**. The University also provides to the employee Flex Credits to offset the cost of benefits. Flex Credits are considered taxable income to the employee if not used to purchase tax-favored benefits. Don't forget, you have until December 15, 2020 to complete the wellness steps or the "non-wellness" rates will go into effect with your first paycheck in February.



Save money on your medical plan premiums by completing the Wellness steps.

Please note: If you miss a paycheck or do not earn a full paycheck, you are still responsible for paying your benefits premiums. Loyola will begin to recoup the premiums due when you have your next paycheck. HR will work with you to establish a repayment plan on an individual basis, not to exceed four pay periods.

Annual Medical, Dental, and Vision Cost (before Flex Credits)						
Medical	OAP HSA (HDHP)		OAP-IN (HMO)		OAP (PPO)	
	Wellness	Non-Wellness	Wellness	Non-Wellness	Wellness	Non-Wellness
Employee Only	1,096.32	\$2,011.08	1,686.47	\$2,601.24	1,837.55	\$2,752.32
Employee + Spouse	4,342.32	\$6,171.84	5,690.83	\$7,520.40	5,851.74	\$7,681.32
Employee + 1 Child	4,342.32	\$5,257.08	5,690.83	\$6,605.64	5,851.74	\$6,766.56
Employee + Children	6,534.12	\$7,448.88	7,897.00	\$8,811.72	9,228.82	\$10,143.60
Family	6,534.12	\$8,363.64	7,897.00	\$9,726.48	9,228.82	\$11,058.36

Dental	MetLife PPO	MetLife Copay
Employee Only	\$385.20	\$250.20
Two Party	\$771.84	\$525.12
Family	\$1,341.96	\$943.32

Vision	VSP Buy-Up
Employee Only	\$119.76
Two Party	\$177.36
Family	\$327.48

Supplemental Life Insurance				
Age	\$25,000	\$50,000	\$100,000	\$150,000
29 or under	\$13.80	\$27.60	\$55.20	\$82.80
30–34	\$20.10	\$40.20	\$80.40	\$120.60
35–39	\$27.00	\$54.00	\$108.00	\$162.00
40–44	\$29.40	\$58.80	\$117.60	\$176.40
45–49	\$45.00	\$90.00	\$180.00	\$270.00
50–54	\$68.40	\$136.80	\$273.60	\$410.40
55–59	\$129.00	\$258.00	\$516.00	\$774.00
60–64	\$198.00	\$396.00	\$792.00	\$1,188.00
65–69	\$365.10	\$730.20	\$1,460.40	\$2,190.60
70–74	\$589.50	\$1,179.00	\$2,358.00	\$3,537.00
75–79	\$589.50	\$1,179.00	\$2,358.00	\$3,537.00
80 or older	\$589.50	\$1,179.00	\$2,358.00	\$3,537.00

Long-Term Disability Buy-Up			
Use this calculation if you are receiving Loyola's Retirement Plan Contribution			
Base Wage	Divide by	Multiply by	Annual Cost
\$	100	0.202	\$
Use this calculation if you are not receiving Loyola's Retirement Plan Contribution			
Base Wage	Divide by	Multiply by	Annual Cost
\$	100	0.163	\$



Statement of Health for Supplemental Life Insurance and Long-Term Disability Buy-Up

Current employees must provide medical approval when electing long-term disability buy-up, or any level of Supplemental Life insurance as a new benefit or when increasing coverage. A Statement of Health form, located on the Resources tab in Benelogic, must be completed and submitted to the Benefits & Wellness Unit.

Dependent Life Insurance
Dependent children are eligible from six months to 26 years for \$5,000 (birth to six months: \$1,000).
\$10,000 Spouse/\$5,000 Child(ren) Employee's Annual Premium: \$27.96