

Archdiocese of Dubuque 2019 Premiums

| Benefit | Eligibility Requirements/Details | Tax Options | Plan | Employee Full Rate/month | Employee plus One Full Rate/month | FAMILY Full Rate/month |
|--|--|--|---|--|--|--|
| Health Insurance (UMR and MedOne) 30+ hours per week | 1st of month coinciding with or following hire date OR Jan. 1st of each year OR within 30 days of "qualifying event". Plan 5 is ACA minimum cost and minimum coverage plan. Plan 5 Employee and Employer rates are set by the Archdiocese to comply with ACA requirements. | Pretax | Plan 3 (1500) | \$607.00 | \$1,214.00 | \$1,650.00 |
| | | | Plan 4 (2500) | \$521.00 | \$1,047.00 | \$1,411.00 |
| | | | Plan 5 (7900) Full Rate | \$384.00 | \$770.00 | \$1,157.00 |
| | | | Plan 5 Employee Rate | \$90.00 | \$476.00 | \$863.00 |
| | | | Plan 5 Employer Rate | \$294.00 | \$294.00 | \$294.00 |
| Life Insurance, (UHC) 30+ hours per week | 1st day of month coinciding with or following hire date. Late enrollment Jan. 1st of each year requires EOI (Evidence of Insurability) form. | Basic is pretax if Ee paid, supplemental is aftertax | Term Life and AD&D, and Supplemental | Basic 0.18 per \$1,000. Supplemental is based on age | | Dependent Life for spouse and children |
| Dental Insurance (UMR) no minimum hours | 1st of month coinciding with or following hire date OR Jan. 1 of each year and must remain on for calendar year. Cancellation only for employment termination during year. | Pretax | | \$41.20 | | \$103.00 |
| Flexible Spending Accounts (UMR) 20+ hours per week | 1st of month coinciding with or following hire date for calendar year. Must re-enroll each year. | Pretax | Dep. Care Medical | \$5,000/yr max \$2,650/yr max | | |
| Long-Term Disability Ins. UNUM 20+ hours per week | 1st of month coinciding with or following hire date. Late enrollment Jan. 1st of each odd numbered year requires EOI (Evidence of Insurability) form. | After tax | 25%, 40% or 50% of income replacement options | Based on age | | |
| 401(k) Plan Prudential no minimum hours | Anyone age 21 and older. Enroll any time of year. | Pretax for Federal and State | Defer % or dollar amount of pay | \$19,000/yr max plus \$6,000/yr catchup if over age 50 | | |