

Benefit Premiums Effective July 1, 2012

*Premium Contributions for Medical, Group Life, and Long Term Disability are shared between NMSU and the employees based on the following salary schedule:

Annual Salary	NMSU %	Employee %
\$0 - \$26,249	80	20
\$26,250 - \$31,499	70	30
\$31,500+	60	40

Medical Premiums Per Paycheck

Plan	Premiums for 12 month employees				Premiums for 9 month employees			
	Total Premium	Employee 20%	Employee 30%	Employee 40%	Total Premium	Employee 20%	Employee 30%	Employee 40%
BCBSNM PPO Employee Only	\$215.27	\$43.05	\$64.58	\$86.11	\$287.03	\$57.41	\$86.11	\$114.81
BCBSNM PPO Employee + Spouse	\$484.37	\$96.88	\$145.31	\$193.75	\$645.83	\$129.17	\$193.75	\$258.33
BCBSNM PPO Employee + Child	\$301.39	\$60.28	\$90.42	\$120.56	\$401.85	\$80.37	\$120.56	\$160.74
BCBSNM PPO Family	\$635.05	\$127.01	\$190.52	\$254.02	\$846.73	\$169.35	\$254.02	\$338.69
Presbyterian HDHP Employee Only	\$148.08	\$29.62	\$44.42	\$59.23	\$197.44	\$39.49	\$59.23	\$78.98
Presbyterian HDHP Employee + Spouse	\$333.16	\$66.63	\$99.95	\$133.27	\$444.22	\$88.84	\$133.27	\$177.69
Presbyterian HDHP Employee + Child	\$207.31	\$41.46	\$62.19	\$82.92	\$276.41	\$55.28	\$82.92	\$110.56
Presbyterian HDHP Family	\$436.82	\$87.36	\$131.05	\$174.73	\$582.42	\$116.48	\$174.73	\$232.97
Presbyterian HMO Employee Only	\$185.10	\$37.02	\$55.53	\$74.04	\$246.80	\$49.36	\$74.04	\$98.72
Presbyterian HMO Employee + Spouse	\$416.46	\$83.29	\$124.94	\$166.58	\$555.28	\$111.06	\$166.58	\$222.11
Presbyterian HMO Employee + Child	\$259.13	\$51.83	\$77.74	\$103.65	\$345.51	\$69.10	\$103.65	\$138.20
Presbyterian HMO Family	\$546.02	\$109.20	\$163.81	\$218.41	\$728.03	\$145.61	\$218.41	\$291.21
Lovelace HMO Employee Only	\$185.10	\$37.02	\$55.53	\$74.04	\$246.80	\$49.36	\$74.04	\$98.72
Lovelace HMO Employee + Spouse	\$416.46	\$83.29	\$124.94	\$166.58	\$555.28	\$111.06	\$166.58	\$222.11
Lovelace HMO Employee + Child	\$259.13	\$51.83	\$77.74	\$103.65	\$345.51	\$69.10	\$103.65	\$138.20
Lovelace HMO Family	\$546.02	\$109.20	\$163.81	\$218.41	\$728.03	\$145.61	\$218.41	\$291.21

9 month premiums are taken over the 9 month academic year. 9 month premiums are calculated by taking the 12 month premium, multiplying by 24 paychecks and dividing by 18 paychecks.

Dental Premiums Per Paycheck

	Premiums for 12 month employees		Premiums for 9 month employees	
	Total Per Pay Period Contribution	Employee Pay Period Contribution	Total Per Pay Period Contribution	Employee Pay Period Contribution
Employee Only	\$14.50	\$5.80	\$19.33	\$7.73
Employee + Spouse	\$29.01	\$11.61	\$38.68	\$15.47
Employee + Child	\$29.01	\$11.61	\$38.68	\$15.47
Employee + Family	\$43.51	\$17.40	\$58.01	\$23.21

9 month premiums are taken over the 9 month academic year. 9 month premiums are calculated by taking the 12 month premium, multiplying by 24 paychecks and dividing by 18 paychecks

Vision Premiums Per Paycheck

	Premiums for 12 month employees	Premiums for 9 month employees
	Pay Period Contribution	Pay Period Contribution
Employee Only	\$2.81	\$3.75
Employee + Spouse	\$5.93	\$7.91
Employee + Child	\$6.34	\$8.45
Employee + Family	\$10.13	\$13.51

9 month premiums are taken over the 9 month academic year. 9 month premiums are calculated by taking the 12 month premium, multiplying by 24 paychecks and dividing by 18 paychecks.

Group Life Insurance



Cost is 25¢ per \$1000 of coverage (multiplied by the employee's percentage rate*)
Maximum benefit \$75,000

12 month Calculation: Annual Salary x 2, rounded to nearest \$1000 = benefit amount / 1000 x .25 = monthly premium / 2 = per paycheck amount
Example: \$30,000 x 2 = \$60,000 / 1000 = \$60 x .25 = \$15.00 / 2 = \$7.50 per paycheck*

9 month Calculation: Annual Salary x 2, rounded to nearest \$1000 = benefit amount / 1000 x .25 = monthly premium x 12 / 18 = per paycheck amount
Example: \$30,000 x 2 = \$60,000 / 1000 = \$60 x .25 = \$15.00 x 12 = \$180 / 18 = \$10.00 per paycheck*

***Remember, NMSU pays a portion of this premium, base on your salary.**

Long Term Disability



Cost is 14¢ per \$100 of covered basic monthly salary (multiplied by the employee's percentage rate*)
Maximum benefit \$5,000 per month

12 month Calculation: Monthly Salary / 100 x .14 = monthly premium / 2 = per paycheck amount
Example: \$1000.00 / 100 = \$10 x .14 = \$1.40 / 2 = \$.70 cents per paycheck*

9 month Calculation: Monthly Salary / 100 x .14 = monthly premium x 12 / 18 = per paycheck amount
Example: \$1000.00 / 100 = \$10 x .14 = \$1.40 x 12 = \$16.80 / 18 = \$.93 cents per paycheck*

*** Remember, NMSU pays a portion of this premium, based on your salary.**

AD&D Premiums Per Paycheck

MetLife Supplemental Life Insurance

Employee cost is 100% of premium

Cost is based on age; please refer to MetLife brochure for cost based on age category.

12 month Calculation: Amount Elected / 1000 x age based rate* = monthly premium / 2 = per paycheck amount

Example: \$50,000 / 1000 = \$50 x .06* = \$3 / 2 = \$1.50 per paycheck

9 month Calculation: Amount Elected / 1000 x age based rate* = monthly premium x 12 / 18 = per paycheck amount

Example: \$50,000 / 1000 = \$50 x .06* = \$3 x 12 = \$36 / 18 = \$2.00 per paycheck

*** Age based rate for employee and spouse rates is located in the MetLife handouts on the Benefit Services website**

12 month Employee Contributions

Coverage Amount	Individual Coverage	Family Coverage
\$20,000	.21	.32
\$30,000	.32	.48
\$40,000	.42	.64
\$50,000	.53	.80
\$60,000	.63	.96
\$70,000	.74	\$1.12
\$80,000	.84	\$1.28
\$90,000	.95	\$1.44
\$100,000	\$1.05	\$1.60
\$110,000	\$1.16	\$1.76
\$120,000	\$1.26	\$1.92
\$130,000	\$1.37	\$1.92
\$140,000	\$1.47	\$2.24
\$150,000	\$1.58	\$2.40
\$200,000	\$2.10	\$3.20
\$250,000	\$2.63	\$4.00

9 month Employee Contributions

Coverage Amount	Individual Coverage	Family Coverage
\$20,000	.28	.43
\$30,000	.43	.64
\$40,000	.56	.85
\$50,000	.71	\$1.07
\$60,000	.84	\$1.28
\$70,000	.98	\$1.49
\$80,000	\$1.12	\$1.71
\$90,000	\$1.27	\$1.92
\$100,000	\$1.40	\$2.13
\$110,000	\$1.54	\$2.35
\$120,000	\$1.68	\$2.56
\$130,000	\$1.82	\$2.56
\$140,000	\$1.96	\$2.99
\$150,000	\$2.10	\$3.20
\$200,000	\$2.80	\$4.27
\$250,000	\$3.50	\$5.33