

How to calculate your core monthly premium cost if you enroll in insurance benefits:

1. Enter deduction listed for total medical plan cost:	\$
2. Enter deduction listed for total vision plan cost: (if you have Kaiser this is included in your medical cost, put \$0 on this line.)	\$
3. Enter deduction listed for total dental plan cost:	\$
4. Enter deduction listed for total basic life cost:	\$ 1.00
5. Add lines 1-4 put total in line 5.	\$

The total in line 5 should match the amount listed in the line that says, “PEBB Employer Contrib” on your paycheck stub. This number is shown as a negative number, which is in a sense subtracting 100% of the total cost of benefits from your paycheck.

6. Multiply line 5 by .05	\$
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The total in line 6 should match the amount listed in the line that says, “PEBB Empl 5 Percent Pre-Tax” This is your total 5% Monthly Benefit Cost for your medical/vision, dental, and 5K life insurance.

7. If you currently use tobacco, enter \$25.	\$
8. If your covered spouse currently uses tobacco, enter \$25	\$
9. If you cover a spouse and they have other employer group coverage they turn down to be on your plan, enter \$50.	\$
10. If you participate in the HEM Program and cover only yourself, enter -\$17.50. If you participate in the HEM program which includes your spouse/partner, enter - \$35.	\$
11. If you are a classified employee and your gross salary is below \$2816, enter, -\$40.	
12. Add lines 7-11. This is your total out of pocket cost for any applicable surcharges.	\$
13. Add lines 6 & 12. This is your total out of pocket cost monthly for medical/vision, dental, and 5k life insurance and any applicable surcharges.	TOTAL CORE \$

Use the “How do I calculate the cost of my 5%?” Chart to make sure the premiums listed on your ear statement match what you are enrolled in the PEBB online system.

Report any errors to Human Resources.

How to calculate your monthly cash back if you opt-out of insurance benefits:

1. If you opt out of medical/vision alone or both medical/vision & dental enter \$193.50. This is the pre-determined opt out calculation figure. (This is listed as "PEBB Med & Dental Opt Out).	\$193.50
2. If you take your dental plan enter deduction listed for total dental plan cost, otherwise enter \$0.	\$
3. Enter \$387, this is a predetermined amount for	\$ -387
4. Add lines 1-3 put total in line 4. This is your total monthly cash back.	TOTAL OPT OUT \$

How to calculate your monthly cost for any optional benefits you are enrolled in:

1. If you have optional life insurance of \$20K, or \$40K. Enter number from the line, "PEBB Life up to \$45K (PreTax)	\$
2. If you have optional life insurance above \$40K Enter the number from the line that says, "PEBB life \$60-600K" (PostTax)	\$
3. If you have spouse optional life enter the number from the line that says, "PEBB Souse/Ptnr Life" (Post Tax)	\$
4. If you have a flexible spending account enter the number from the line that says, "PEBB Medical Flex Spending (Pre-Tax)	\$
5. If you have a dependent care flexible spending account enter the number from the line that says, "PEBB Dependent Flex Spending (Pre-tax)	\$
6. If you have dependent life enter the number from the line that says, "PEBB Dependent Life Insurance" (Post Tax)	\$
7. If you have accidental death and dismemberment, enter the number from the line that says, "PEBB AD&D Ins..."(Post Tax)	\$

8. If you have long term disability, enter the number from the line that says, "PEBB Long Term Disability" (Post Tax)	\$
9. If you have short term disability, enter the number from the line that says, "PEBB Short-Term Disability" (Post Tax)	\$
10. If you have employee long term care insurance, enter the number from the line that says, "Long Term Care, Employee" (Post Tax)	\$
11. If you have spouse long term care insurance, enter the number from the line that says, "Long Term Care, Spouse" (Post Tax)	\$
12. Add lines 1-11. This is the amount you pay monthly for optional benefits.	TOTAL OPTIONAL \$

Report any error to Human Resources.

Note: some of your benefits are pre and some are post tax.

Pre-Tax Benefits are those premiums deducted from your gross pay before Medicare, Federal, and State taxes are calculated thus reducing your tax liability.

Post-Tax Benefits are those premiums deducted from your pay after Medicare, Federal and State taxes are calculated and do not reduce your taxable gross salary.