

2026 Benefit Rates



(18 pay periods per year)

Medical - Classic	Total	ASU	Employee	Medical - Premier	Total	ASU	Employee
Employee only	\$486.67	\$406.67	\$80.00	Employee only	\$502.67	\$406.67	\$96.00
Employee + Spouse	\$960.67	\$647.33	\$313.33	Employee + Spouse	\$990.00	\$647.33	\$342.67
Employee + Child(ren)	\$757.33	\$521.33	\$236.00	Employee + Child(ren)	\$781.33	\$521.33	\$260.00
Family	\$1,206.67	\$860.00	\$346.67	Family	\$1,244.67	\$857.33	\$387.33
Medical - Health Savings Plan	Total	ASU	Employee				
Employee only	\$439.33	\$404.67	\$34.67				
Employee + Spouse	\$870.67	\$654.00	\$216.67				
Employee + Child(ren)	\$686.67	\$518.67	\$168.00				
Family	\$1,094.67	\$864.67	\$230.00				
Dental - Low		Employee		Dental - High			Employee
Employee only			\$20.99	Employee only			\$30.88
Employee + Spouse			\$42.12	Employee + Spouse			\$64.52
Employee + Child(ren)			\$39.58	Employee + Child(ren)			\$62.01
Family			\$62.24	Family			\$96.81
Life/AD&D Insurance	ASU			Vision			Employee
Per \$1,000 of annual salary	\$0.17			Employee only			\$5.43
<i>Maximum Coverage 1.5 x annual salary, maximum \$50,000</i>				Employee + Spouse			\$10.08
				Employee + Child(ren)			\$10.27
				Family			\$15.57
Employee Optional Life ¹	Employee			Spouse Optional Life			Employee
<i>Your Current Age (Rates per \$25,000 of coverage)</i>				<i>Employee's Current Age (Rates per \$5,000 of coverage)</i>			
less than 30		\$1.27		less than 30			\$0.25
30 but less than 35		\$1.45		30 but less than 35			\$0.29
35 but less than 40		\$1.84		35 but less than 40			\$0.37
40 but less than 45		\$2.72		40 but less than 45			\$0.55
45 but less than 50		\$4.36		45 but less than 50			\$0.88
50 but less than 55		\$7.07		50 but less than 55			\$1.41
55 but less than 60		\$11.05		55 but less than 60			\$2.21
60 but less than 65		\$17.00		60 but less than 65			\$3.40
65 and over contact HR for rates and coverage level.				<i>Must purchase Optional Life to purchase Spouse Life.</i>			
Basic Dependent Life	ASU			Optional Child Life			Employee
Per Covered employee (\$2,000 per eligible dependent)	\$0.37			\$5,000			\$0.67
				\$10,000			\$1.33
Optional AD&D Insurance	Employee			Optional AD&D Insurance			Employee
Employee Only (Per \$25,000 of Coverage)	\$0.75			Family (Per \$25,000 Employee/\$12,500 Spouse/\$2,500 Child)			\$1.07
Short Term Disability (STD) ²	Employee			Short Term Disability (STD) ²			Employee
<i>Per \$150 of coverage – 14 day elimination</i>				<i>Per \$150 of coverage – 7 day elimination</i>			
less than 25		\$4.08		less than 25			\$4.64
25 but less than 30		\$4.40		25 but less than 30			\$4.56
30 but less than 35		\$4.32		30 but less than 35			\$4.88
35 but less than 45		\$4.32		35 but less than 45			\$4.88
45 but less than 50		\$4.96		45 but less than 50			\$5.52
50 but less than 55		\$5.92		50 but less than 55			\$6.56
55 but less than 60		\$6.96		55 but less than 60			\$7.76
60 but less than 65		\$8.24		60 but less than 65			\$9.28
over 65		\$10.96		over 65			\$12.24
Critical Care Insurance - Employee and Child(ren)	Employee			Spouse Critical Care Insurance (50% of EE coverage)			Employee
<i>Your Current Age (Rates per \$10,000 of coverage)</i>				<i>Employee's Current Age</i>			
less than 25		\$2.22		less than 25			\$3.94
25 but less than 30		\$2.69		25 but less than 30			\$4.64
30 but less than 35		\$3.29		30 but less than 35			\$5.54
35 but less than 40		\$4.22		35 but less than 40			\$6.94
40 but less than 45		\$5.55		40 but less than 45			\$8.94
45 but less than 50		\$7.42		45 but less than 50			\$11.74
50 but less than 55		\$9.82		50 but less than 55			\$15.34
55 but less than 60		\$13.35		55 but less than 60			\$20.64
60 but less than 65		\$18.75		60 but less than 65			\$28.74
65 but less than 70		\$27.15		65 but less than 70			\$41.34
70 but less than 75		\$41.35		70 but less than 75			\$62.64
75 and over		\$51.69		75 and over			\$78.14
Long Term Disability – 60% of monthly salary				Employee must purchase Critical Illness to purchase spouse coverage.			
\$370,000 Maximum Salary	Total	ASU	Employee	Maximum not to exceed 50% of employee benefit.			
Per \$100 of monthly salary	\$0.14	\$0.14	\$0.00				
Accident Insurance	Employee			Other Benefits			Employee
Employee only			\$6.09	Cancer Insurance – 3 levels offered plus riders.			
Employee + Spouse			\$11.05	Rates without riders range from \$11.64 to \$37.67			
Employee + Child(ren)			\$12.55				
Family			\$17.51	MASA - Medical Transport Services	Emergency Plus		\$9.33

¹Optional Life Insurance is limited to five times your annual salary. Rates will increase as you move to a new age tier. ²Short Term Disability is available in additional increments of \$50 to a maximum of \$600 per week, limited to 66% of your weekly salary. Rates will increase as you move to a new age tier. Please refer to your summary plan descriptions for eligibility and coverage.

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