SPOUSE COVERAGE WORKSHEET

			Example	Your Numbers
Step 1	**CALCULATING PAYROLL COSTS COVERING EVERYONE UNDER REGIONS MEDICAL PLAN**			
1	Enter the 2019 per pay period premium assuming you cover your spouse (and children if any) under your Regions medical benefits.	$	230.00	
2	# of pay periods in a year		26	26
3	Multiply Line 1 * Line 2. This is your annual deduction if you include your spouse (and children if any) in your Regions medical benefits	$	5,980.00	_____
Step 2	**CALCULATING PAYROLL COSTS COVERING THE SPOUSE AT HIS/HER COMPANY**			
4	Enter the 2019 per pay period premium (Single or Plus Children)assuming you do not cover your spouse under your Regions medical benefits.	$	145.00	_____
5	# of pay periods in a year		26	26
6	Multiply Line 4 * Line 5. This is your annual Regions deduction if you do not include your spouse in your medical benefits	$	3,770.00	_____
7	Enter the 2019 per pay period premium for your spouse to enroll in benefits at his or her company.	$	70.00	_____
8	# of pay periods in a year for your spouse		24	_____
9	Multiply Line 7 * Line 8. This is your spouse's annual deduction to enroll in medical benefits at his/her company.	$	1,680.00	_____
10	Add Line 6 and Line 9. This is the total annual deduction for you and your spouse to split your benefits.	$	5,450.00	_____
Step 3	**COMPARING PAYROLL DEDUCTIONS**			
11	Subtract Line 10 from Line 3. This is the payroll savings in switching your spouse to coverage at his/her company. If Line 10 is larger than Line 3, enter the negative number		$530.00	_____
Step 4	**ESTIMATING OUT OF POCKET COSTS**			
12	Enter your estimate of the difference in what you will spend out of pocket in a year comparing Regions' coverage and your spouse's coverage. This would include differences in copays, deductibles, and differences in percentage paid (i.e., 90% vs. 80%). If you would have lower out of pocket costs under your spouse's plan, enter the negative number. If you would have lower out of pocket costs under your Regions plan, enter the positive number. If you have no idea, enter 0.		$0.00	_____
Step 5	**RESULTS**			
13	If Line 12 is positive, add it to Line 11. If Line 12 is negative, subtract it from Line 11.		$ 530.00	_____

If the number line 13 is a positive number, you can expect to save money by switching your spouse to coverage at his/her place of employment. If the result is negative, you can expect to save money by keeping your spouse on Regions plan.