

Responses by Respondent
DPB Survey 2008

Response Type: Anonymous Response **Collector:** DPBsurvey (Web Link)

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Custom Value: *empty* **IP Address:** *empty*

Response Started: Wed, 9/17/08 10:26:24 AM **Response Modified:** Wed, 9/17/08 10:33:18 AM

1. What is your University position?

Faculty

2. What is your gross salary income (annual)?

66646

3. What is your net salary income (annual)?

45872

4. What is your number of dependants? (A domestic partner is a dependant. Do not count yourself.)

1

5. What type of insurance plan do you have?

PPO

6. Who is your insurance plan carrier?

Quality Care Cigna

7. What is the figure amount in your Box 14 of UIC W-2 form marked "Other" and labeled line item "NQ INS?"

5872

8. Please let us know of any other anecdotal evidence or personal narratives you have had regarding DPBs at UIC.

No response

Response Type: Anonymous Response **Collector:** DPBsurvey (Web Link)

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Custom Value: *empty* **IP Address:** *empty*

Response Started: Wed, 9/17/08 10:38:24 AM **Response Modified:** Wed, 9/17/08 11:00:07 AM

1. What is your University position?

Academic Professional

2. What is your gross salary income (annual)?

\$61,000.00

3. What is your net salary income (annual)?

\$40,728.00

4. What is your number of dependants? (A domestic partner is a dependant. Do not count yourself.)

1

5. What type of insurance plan do you have?

PPO

6. Who is your insurance plan carrier?

CIGNA

7. What is the figure amount in your Box 14 of UIC W-2 form marked "Other" and labeled line item "NQ INS?"

?

8. Please let us know of any other anecdotal evidence or personal narratives you have had regarding DPBs at UIC.

With tax considerations we determined that we were saving very little (less than \$20.00 per month) over the private equivalent insurance that my partner was carrying before we signed up for the domestic partnership benefits. If we knew what the hassle was in paying an extra \$189.00 per month, we probably wouldn't have signed up for the so-called benefits in the first place. Too late now. He could never get private insurance now with some of the medical problems that he has had lately. What is supposed to be a "benefit" turns out to be a very little benefit indeed. Why can't the University make up the difference in the extra taxes that we pay like many corporation do? And what's with this \$189.00 a month all about? Why it can't be simply deducted from my paycheck, I'll never understand. I know the university means well, but clearly not well enough. Discrimination is indeed alive and well even at the ever so politically correct UIC. When this all became clear, I immediately withdrew my monthly payroll contribution to the U of I Foundation and will not re-pledge to anything at UIC until this is corrected.

Response Type: Anonymous Response **Collector:** DPBSurvey (Web Link)

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Custom Value: *empty* **IP Address:** *empty*

Response Started: Wed, 9/17/08 11:21:25 AM **Response Modified:** Wed, 9/17/08 11:30:02 AM

1. What is your University position?

Faculty

2. What is your gross salary income (annual)?

249605

3. What is your net salary income (annual)?

165933

4. What is your number of dependants? (A domestic partner is a dependant. Do not count yourself.)

3

5. What type of insurance plan do you have?

PPO

6. Who is your insurance plan carrier?

Cigna

7. What is the figure amount in your Box 14 of UIC W-2 form marked "Other" and labeled line item "NQ INS?"

5872

8. Please let us know of any other anecdotal evidence or personal narratives you have had regarding DPBs at UIC.

I have to write a check monthly. There is little leeway for being late, and the check is due 2 weeks after receiving the bill. On one occasion I was late writing the check because we were on vacation for two weeks during the summer. By the time I wrote the check, my partner's insurance had already been cancelled, without any notification to me by CMS. It was only a few months later when a medical service was denied that we discovered he was "uninsured". I had gone ahead and made all payments to CMS during this time and he was never reinstated by CMS. This could have been catastrophic and could have also made the University or CMS at risk for this behavior.

Response Type: Anonymous Response **Collector:** DPBSurvey (Web Link)

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Custom Value: *empty* **IP Address:** *empty*

Response Started: Wed, 9/17/08 12:30:14 PM **Response Modified:** Wed, 9/17/08 12:57:07 PM

1. What is your University position?

Academic Professional

2. What is your gross salary income (annual)?

55,800

3. What is your net salary income (annual)?

40,152

4. What is your number of dependants? (A domestic partner is a dependant. Do not count yourself.)

1

5. What type of insurance plan do you have?

HMO

6. Who is your insurance plan carrier?

Unicare HMO

7. What is the figure amount in your Box 14 of UIC W-2 form marked "Other" and labeled line item "NQ INS?"

N/A

8. Please let us know of any other anecdotal evidence or personal narratives you have had regarding DPBs at UIC.

I just recently registered for the CMS domestic partner benefit program (a few weeks ago). I will say that registering under this new CMS DP program was MUCH easier than when I had utilized the UI DP benefit program about 4 or 5 years ago. The UI benefits counselor treated me respectfully and helped me through the process. There were a few minor oversights with the CMS paperwork, but all worked out in the end and within about 2 weeks my partner was registered and officially receiving health benefits. I'm thrilled with the DP program changes that have taken place over the past several years, many thanks to Patrick Finnessy's excellent advocacy work. My only concern is that of the tax issue. Since I am new to the CMS DP program, I am unsure as to how exactly this will impact me come tax time. Such significant and positive process change has taken place with this system... it would be wonderful to see a perfectly equitable system in which dedicated UI employees with domestic partners did not experience tax consequences for insuring their loved one. Thank you!

Response Type: Anonymous Response **Collector:** DPBsurvey (Web Link)

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Custom Value: *empty* **IP Address:** *empty*

Response Started: Fri, 9/19/08 11:56:50 AM **Response Modified:** Fri, 9/19/08 12:07:11 PM

1. What is your University position?

Academic Professional

2. What is your gross salary income (annual)?

73224

3. What is your net salary income (annual)?

55722

4. What is your number of dependants? (A domestic partner is a dependant. Do not count yourself.)

3

5. What type of insurance plan do you have?

PPO

6. Who is your insurance plan carrier?

Quality Care or whatever the University is using

7. What is the figure amount in your Box 14 of UIC W-2 form marked "Other" and labeled line item "NQ INS?"

0

8. Please let us know of any other anecdotal evidence or personal narratives you have had regarding DPBs at UIC.

Both I and my partner work for U of I, and she carries both of our children as dependants on her insurance. We have been frustrated by the fact that if my partner decided to change to a new place of employment- or be self-employed, I could not simply put all three of them for the cost equivalent of what we currently pay for the 2 children. That is, though we would have "2 or more" people needing to be insured, we would have to pay for them as 2 and then figure out how to also have her under "my" insurance as a domestic partner. To me, this is another complication created by being treated differently from our married counterparts. We are also hoping to get married in California later this year. In that event, we want to know what options we have for having her under my insurance as my married spouse.

Response Type: Anonymous Response **Collector:** DPBSurvey (Web Link)

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Custom Value: *empty* **IP Address:** *empty*

Response Started: Sat, 9/20/08 9:13:11 AM **Response Modified:** Sat, 9/20/08 9:16:15 AM

1. What is your University position?

Faculty

2. What is your gross salary income (annual)?

\$75000

3. What is your net salary income (annual)?

No Response

4. What is your number of dependants? (A domestic partner is a dependant. Do not count yourself.)

0

5. What type of insurance plan do you have?

PPO

6. Who is your insurance plan carrier?

Health Link

7. What is the figure amount in your Box 14 of UIC W-2 form marked "Other" and labeled line item "NO INS?"

No Response

8. Please let us know of any other anecdotal evidence or personal narratives you have had regarding DPBs at UIC.

I have used the DP benefits until Sept this year when my partner went back to teaching at ISU. But the direct pay each month and then the periodic taxation on the benefit seemed terribly unfair to same sex relationships.

Response Type: Anonymous Response **Collector:** DPBSurvey (Web Link)

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Custom Value: *empty* **IP Address:** *empty*

Response Started: Mon, 9/22/08 2:17:18 PM **Response Modified:** Mon, 9/22/08 2:53:57 PM

1. What is your University position?

Academic Professional

2. What is your gross salary income (annual)?

44,300

3. What is your net salary income (annual)?

29,160

4. What is your number of dependants? (A domestic partner is a dependant. Do not count yourself.)

1

5. What type of insurance plan do you have?

PPO

6. Who is your insurance plan carrier?

OCHP, Administered by CIGNA

5,872

8. Please let us know of any other anecdotal evidence or personal narratives you have had regarding DPBs at UIC.

I have had my partner registered for UIC DP benefits since 2006. When we registered him, we took advantage of registering as Domestic Partners with Cook County, which greatly streamlined the paperwork process with UIC/CMS. We have had no big "bumps in the road" logistically with CMS so far. My partner pays his monthly premium of \$189 himself, as billed by CMS. We are both grateful to have these benefits available. My partner works in advertising, and has experienced two agency changes in the last two years, one which caused us to get him on the UIC DP benefits, and another more recently which made us doubly grateful that we could maintain his continuity of coverage when switching employers. Here are a couple shortcomings/inequities of the UIC DP benefits as I see them: -My partner is paying his premium portion out-of-pocket from taxed income, whereas a UIC employee with a non-DP dependent would be able to have this premium deducted pre-tax from payroll. -The tax burden on the UIC portion of the premium for a DP dependent is significant over time, and is an inequity that should be addressed somehow, for example by overcompensating employees who cover their domestic partners, something that has been proposed. In some cases, I'm sure the addition of the UIC premium portions to one's taxable income can put you into a different tax bracket.

Response Type: Anonymous Response **Collector:** DPBSurvey (Web Link)

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Custom Value: *empty* **IP Address:** *empty*

Response Started: Tue, 9/23/08 6:45:14 PM **Response Modified:** Tue, 9/23/08 6:51:25 PM

1. What is your University position?

Academic Professional

2. What is your gross salary income (annual)?

51292.68

3. What is your net salary income (annual)?

33283.21

4. What is your number of dependants? (A domestic partner is a dependant. Do not count yourself.)

1

5. What type of insurance plan do you have?

HMO

6. Who is your insurance plan carrier?

Health Link

7. What is the figure amount in your Box 14 of UIC W-2 form marked "Other" and labeled line item "NQ INS?"

3573.30

8. Please let us know of any other anecdotal evidence or personal narratives you have had regarding DPBs at UIC.

My domestic partner was only on my benefits for 11 months of 2007. Here's what my W2 says in Nessie Box 1 Wages \$48309.82 Box 5 \$53012.86. The gross and net pay for questions 2 and 3 are from my 2007 last pay stub.

Response Type: Anonymous Response **Collector:** DPBSurvey (Web Link)

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Custom Value: *empty* **IP Address:** *empty*

Response Started: Thu, 10/2/08 11:18:34 AM **Response Modified:** Thu, 10/2/08 11:24:49 AM

1. What is your University position?

Faculty

2. What is your gross salary income (annual)?

65177

3. What is your net salary income (annual)?

54888

4. What is your number of dependants? (A domestic partner is a dependant. Do not count yourself.)

2

5. What type of insurance plan do you have?

HMO

6. Who is your insurance plan carrier?

Blue Cross Blue Shield IL

7. What is the figure amount in your Box 14 of UIC W-2 form marked "Other" and labeled line item "NQ INS?"

2911.86

8. Please let us know of any other anecdotal evidence or personal narratives you have had regarding DPBs at UIC.

To the net I have added back transit program and charity.