

**Premium Option Plan (POP) for
Plan Year 2022**

The Premium Option Plan (POP) is a benefit available to State employees eligible to participate in the State Health Benefits Program (SHBP) under the State’s Tax\$ave Program. The POP allows you to save money by paying any dental or medical contributions or premiums for your SHBP coverages with before-tax dollars; you won’t have to pay federal income taxes, Medicare, or Social Security taxes on money earned which is used to pay contributions or premiums. Since you pay less in taxes through POP, enrollment in the plan for 2022 will be automatic unless you decline enrollment by completing the form on the reverse side of this page and returning it to your benefits administrator by October 31, 2021.

A summary of the advantages and disadvantages of the POP are shown below.

ADVANTAGES

- Increase your take-home pay by reducing your federal taxes.
- You will not have to pay federal income taxes, Medicare, or Social Security taxes on money earned which is used to pay contributions or premiums.

DISADVANTAGES

- May reduce your Social Security wage base. For those employees approaching Social Security age, this may slightly affect your Social Security payments when you eventually collect them.
- If you participate in the POP, you will not be able to deduct your medical or dental contributions or premiums on your federal income tax return.

Take Home Income With and Without POP

Individual Participating in POP

Net Biweekly Salary*	\$2,000.00
Less Medical/Rx Contribution**	90.00
Less Dental Premium**	53.86
Taxable Salary	\$1,856.14
Less Estimated Taxes:	
Federal	146.14
FICA	142.00
Salary after Taxes	\$1,568.00
Spendable Income with POP	\$1,568.00

Individual Not Participating in POP

Net Biweekly Salary*	\$2,000.00
Taxable Salary	\$2,000.00
Less Estimated Taxes:	
Federal	163.40
FICA	153.00
Salary after Taxes	\$1,683.60
Less Medical/Rx Contribution**	90.00
Less Dental Premium**	53.86
Spendable Income without POP	\$1,539.74
Spendable Income with POP	\$1,568.00
Spendable Income without POP	\$1,539.74

Additional Spendable Biweekly Income with POP	\$28.26
Annual Savings with POP***	\$734.76

* Salary after pension (414h) deduction of 7.5 percent.

** Medical/Rx Contribution based on NJ DIRECT15 2020 Plan Year rate for Family coverage — State Biweekly contribution rate from December 27, 2020, through December 25, 2021. Dental Premium based on Dental Expense Plan 2020 Plan Year rate for Family coverage (26 pay periods).

*** Savings based on a married person with zero allowances at the 12 percent federal tax bracket FICA calculated at 7.65 percent of taxable salary. At higher tax brackets, the annual savings would be greater.