

**2017 Health Insurance Plans (Effective January 1, 2017)**

**All Employees**

	Full Time Employees		3/4 Time Employees		1/2 Time Employees		Total	Total
	Employee cost	County cost	Employee cost	County cost	Employee cost	County cost	Semi-Monthly Premium <sup>2</sup>	Monthly Premium <sup>2</sup>
<b>Kaiser HMO</b>								
Employee Only	46.92	266.86	113.38	200.40	179.85	133.93	313.78	627.56
Employee +1	93.83	532.73	226.77	399.79	359.70	266.86	626.56	1253.12
Employee + Family	132.77	753.39	320.87	565.29	508.97	377.20	886.17	1772.33

	Full Time Employees		3/4 Time Employees		1/2 Time Employees		Total	Total
	Employee cost	County cost	Employee cost	County cost	Employee cost	County cost	Semi-Monthly Premium <sup>2</sup>	Monthly Premium <sup>2</sup>
<b>Kaiser HDHP</b>								
Employee Only	36.73	209.11	36.73	209.11	140.78	105.05	245.84	491.67
Employee +1	73.45	417.22	177.51	313.16	281.56	209.11	490.67	981.34
Employee + Family	103.93	589.95	251.17	442.71	398.41	295.47	693.88	1387.76

	Full Time Employees		3/4 Time Employees		1/2 Time Employees		Total	Total
	Employee cost	County cost	Employee cost	County cost	Employee cost	County cost	Semi-Monthly Premium	Monthly Premium
<b>Blue Shield HMO</b>								
Employee Only	74.28	420.92	179.51	315.69	284.74	210.46	495.20	990.40
Employee +1	148.56	841.83	359.02	631.37	569.47	420.92	990.39	1980.78
Employee + Family	210.21	1191.19	508.01	893.40	805.81	595.60	1401.41	2802.81

	Full Time Employees		3/4 Time Employees		1/2 Time Employees		Total	Total
	Employee cost	County cost	Employee cost	County cost	Employee cost	County cost	Semi-Monthly Premium	Monthly Premium
<b>Blue Shield PPO</b>								
Employee Only	147.36	442.07	257.87	331.55	368.39	221.03	589.42	1178.84
Employee +1	306.05	918.15	535.59	688.61	765.12	459.07	1224.20	2448.39
Employee + Family	445.34	1336.03	779.35	1002.02	1113.36	668.02	1781.38	3562.75

	Full Time Employees		3/4 Time Employees		1/2 Time Employees		Total	Total
	Employee cost	County cost	Employee cost	County cost	Employee cost	County cost	Semi-Monthly Premium	Monthly Premium
<b>Blue Shield HDHP</b>								
Employee Only	57.31	324.77	138.50	243.58	219.70	162.38	382.08	764.16
Employee +1	114.62	649.53	277.00	487.15	439.39	324.76	764.15	1528.30
Employee + Family	162.19	919.08	391.96	689.31	621.73	459.54	1081.27	2162.54

	Full Time Employees		3/4 Time Employees		1/2 Time Employees		Total	Total
	Employee cost	County cost	Employee cost	County cost	Employee cost	County cost	Semi-Monthly Premium	Monthly Premium
<b>Operating Engineers PPO, Dental &amp; Vision</b>								
Employee Only	42.15	379.35	136.99	284.51	231.83	189.68	421.50	843.00
Employee +1	84.35	759.15	274.14	569.36	463.93	379.58	843.50	1687.00
Employee + Family	113.85	1024.65	370.01	768.49	626.18	512.33	1138.50	2277.00

	Full Time Employees		3/4 Time Employees		1/2 Time Employees		Total	Total
	Employee cost	County cost	Employee cost	County cost	Employee cost	County cost	Semi-Monthly Premium	Monthly Premium
<b>Operating Engineers Kaiser, Dental &amp; Vision</b>								
Employee Only	45.45	409.05	147.71	306.79	249.98	204.53	454.50	909.00
Employee +1	90.90	818.10	295.43	613.58	499.95	409.05	909.00	1818.00
Employee + Family	118.55	1066.95	385.29	800.21	652.03	533.48	1185.50	2371.00

**2017 Dental & Vision Contributions**

	Cigna Dental PPO			
	Core Dental Plan (No max, no ortho coverage)		Management Buy up- Core plus Buy-Up (4k Ortho Coverage)	
	Employee Cost	County Cost <sup>1</sup>	Employee Cost	County Cost <sup>1</sup>
<b>Management, Confidential, District Attorney/County Counsel, Sheriff Sergeant</b>				
Employee Only			18.85	
Employee + 1	5.91	53.19	33.08	53.19
Employee + 2 ore more			43.43	

	Cigna Dental PPO							
	Core Dental Plan (2.5k Max)		Year 2+ Actives - Core plus Buy-Up 1 (4k Max)		Year 2+ Actives - Core plus Buy-Up 2 (4k Ortho Coverage)		Year 2+ Actives - Core plus Buy-Up 3 (4k Max & 4k Ortho Coverage)	
	Employee Cost	County Cost <sup>1</sup>	Employee Cost	County Cost <sup>1</sup>	Employee Cost	County Cost <sup>1</sup>	Employee Cost	County Cost <sup>1</sup>
<b>All other represented employee groups</b>								
Employee Only			9.94		14.27		19.44	
Employee + 1	4.77	42.93	15.65	42.93	24.71	42.93	35.60	42.93
Employee + 2 ore more			19.80		32.31		47.34	

	Delta Care DHMO		VSP Vision Care	
	Employee cost	County cost	Employee cost	County cost
<b>Management, Confidential, District Attorney/County Counsel, Sheriff Sergeant</b>				
	2.25	20.24	0.00	7.73
<b>All other represented employee groups</b>	2.25	20.24		

	VSP Vision Care Buy-Up	
	Employee cost	County cost
Employee Only	1.92	
Employee + 1	3.84	7.73
Employee + 2 ore more	6.18	

<sup>1</sup>The annual premiums for 2017 are divided into 24 pay periods

(1) The 3-tier Employee Cost Rates are derived using the current composite funding rates of \$95.40 & \$112.21. The County has elected to hold the composite Core (County) Rates of \$42.93 & \$53.19.

(2) Includes Kaiser Admin Fee that County picks up.