

## Summary

The County provides all eligible employees with a choice of Health Maintenance Organization (HMO) plans. All plans cover medical expenses incurred for non-occupational illness or accidental injury. Coverage also includes mental health, substance abuse services and more.

The County offers seven medical plan options. When you choose a plan for yourself, you can enroll your eligible dependents in the same plan.

## Your Cost

When you work standard hours, your contribution amount for medical coverage depends on the plan you select, the number of family members you cover, and your Bargaining Unit. **Each rate table shows the semi-monthly cost and how you and the County share the cost of your medical coverage.**

90%	10%	Group 1 – County pays 90% and Employee pays 10%			
		Participating: PACE (semi-monthly contributions)			
Plan		Self	Self + 1	Family	Change
<b>Kaiser \$15</b>					
County contribution		\$361.05	\$722.11	\$1,021.79	+4.00% Increase
Employee contribution		\$40.12	\$80.23	\$113.53	
<b>Kaiser \$40</b>					
County contribution		\$335.57	\$671.13	\$949.65	+4.00% Increase
Employee contribution		\$37.28	\$74.57	\$105.52	
<b>UHC SignatureValue \$15</b>					
County contribution		\$532.94	\$1,065.85	\$1,508.16	+2.93% Increase
Employee contribution		\$59.22	\$118.43	\$167.57	
<b>UHC SignatureValue \$40</b>					
County contribution		\$476.24	\$952.43	\$1,347.65	+2.93% Increase
Employee contribution		\$52.91	\$105.83	\$149.74	
<b>UHC SignatureValue Advantage \$15</b>					
County contribution		\$351.64	\$703.22	\$995.03	+2.93% Increase
Employee contribution		\$39.07	\$78.13	\$110.56	
<b>UHC SignatureValue Advantage \$40</b>					
County contribution		\$314.22	\$628.37	\$889.15	+2.93% Increase
Employee contribution		\$34.91	\$69.82	\$98.79	
<b>UHC Select Plus PPO</b>					
County contribution		\$351.64	\$703.22	\$995.03	New Plan
Employee contribution		\$192.92	\$385.89	\$546.05	



HUMAN RESOURCE SERVICES  
EMPLOYEE BENEFITS CENTER

88%	12%	<b>Group 2 – County pays 88% and Employee pays 12%</b> Participating: BTC, SEIU, Unrepresented Non-Management, Teamsters (semi-monthly contributions)			
Plan		Self	Self + 1	Family	Change
<b>Kaiser \$15</b>					
County contribution		\$353.03	\$706.06	\$999.08	+4.00% Increase
Employee contribution		\$48.14	\$96.28	\$136.24	
<b>Kaiser \$40</b>					
County contribution		\$328.11	\$656.22	\$928.55	+4.00% Increase
Employee contribution		\$44.74	\$89.48	\$126.62	
<b>UHC SignatureValue \$15</b>					
County contribution		\$521.10	\$1,042.17	\$1,474.64	+2.93% Increase
Employee contribution		\$71.06	\$142.11	\$201.09	
<b>UHC SignatureValue \$40</b>					
County contribution		\$465.65	\$931.27	\$1,317.70	+2.93% Increase
Employee contribution		\$63.50	\$126.99	\$179.69	
<b>UHC SignatureValue Advantage \$15</b>					
County contribution		\$343.82	\$687.59	\$972.92	+2.93% Increase
Employee contribution		\$46.89	\$93.76	\$132.67	
<b>UHC SignatureValue Advantage \$40</b>					
County contribution		\$307.23	\$614.41	\$869.39	+2.93% Increase
Employee contribution		\$41.90	\$83.78	\$118.55	
<b>UHC Select Plus PPO</b>					
County contribution		\$343.82	\$687.59	\$972.92	New Plan
Employee contribution		\$200.74	\$401.52	\$568.16	

87.5%	12.5%	<b>Group 3 – County pays 87.5% and Employee pays 12.5%</b> Participating: ACMEA Sheriff's Non-Sworn, PPOA (semi-monthly contributions)			
Plan		Self	Self + 1	Family	Change
<b>Kaiser \$15</b>					
County contribution		\$351.02	\$702.05	\$993.41	+4.00% Increase
Employee contribution		\$50.15	\$100.29	\$141.91	
<b>Kaiser \$40</b>					
County contribution		\$326.24	\$652.49	\$923.27	+4.00% Increase
Employee contribution		\$46.61	\$93.21	\$131.90	
<b>UHC SignatureValue \$15</b>					
County contribution		\$518.14	\$1,036.24	\$1,466.26	+2.93% Increase
Employee contribution		\$74.02	\$148.04	\$209.47	
<b>UHC SignatureValue \$40</b>					
County contribution		\$463.01	\$925.98	\$1,310.22	+2.93% Increase
Employee contribution		\$66.14	\$132.28	\$187.17	

87.5%	12.5%	<b>Group 3 – County pays 87.5% and Employee pays 12.5%</b> Participating: ACMEA Sheriff's Non-Sworn, PPOA (semi-monthly contributions)			
Plan		Self	Self + 1	Family	Change
<b>UHC SignatureValue Advantage \$15</b>					
County contribution		\$341.87	\$683.68	\$967.39	+2.93% Increase
Employee contribution		\$48.84	\$97.67	\$138.20	
<b>UHC SignatureValue Advantage \$40</b>					
County contribution		\$305.49	\$610.92	\$864.45	+2.93% Increase
Employee contribution		\$43.64	\$87.27	\$123.49	
<b>UHC Select Plus PPO</b>					
County contribution		\$341.87	\$683.68	\$967.39	New Plan
Employee contribution		\$202.69	\$405.43	\$573.69	

85%	15%	<b>Group 4 – County pays 85% and Employee pays 15%</b> Participating: ACCA, ACMEA General & Confidential, ACMEA Probation Mgt., ACMEA Sheriff's Sworn, ACWFIA, CEMU, DSA, IFPTE (016, 060, 077), Public Defender Chapter, UAPD, Unrep Management, ACPA (semi-monthly contributions)			
Plan		Self	Self + 1	Family	Change
<b>Kaiser \$15</b>					
County contribution		\$340.99	\$681.99	\$965.02	+4.00% Increase
Employee contribution		\$60.18	\$120.35	\$170.30	
<b>Kaiser \$40</b>					
County contribution		\$316.92	\$633.85	\$896.89	+4.00% Increase
Employee contribution		\$55.93	\$111.85	\$158.28	
<b>UHC SignatureValue \$15</b>					
County contribution		\$503.34	\$1,006.64	\$1,424.37	+2.93% Increase
Employee contribution		\$88.82	\$177.64	\$251.36	
<b>UHC SignatureValue \$40</b>					
County contribution		\$449.78	\$899.52	\$1,272.78	+2.93% Increase
Employee contribution		\$79.37	\$158.74	\$224.61	
<b>UHC SignatureValue Advantage \$15</b>					
County contribution		\$332.10	\$664.15	\$939.75	+2.93% Increase
Employee contribution		\$58.61	\$117.20	\$165.84	
<b>UHC SignatureValue Advantage \$40</b>					
County contribution		\$296.76	\$593.46	\$839.75	+2.93% Increase
Employee contribution		\$52.37	\$104.73	\$148.19	
<b>UHC Select Plus PPO</b>					
County contribution		\$332.10	\$664.15	\$939.75	New Plan
Employee contribution		\$212.46	\$424.96	\$601.33	

## Dental Plans

The semi-monthly premiums below show the amount the County pays for dental coverage for you and your family. You pay nothing.

Plan	Self	Self +1	Family
Delta Dental PPO	\$21.38	\$40.55	\$61.94
Delta Dental PPO Supplemental Plan	\$9.65	\$18.33	\$27.92
DeltaCare USA DHMO	\$14.72	\$24.89	\$38.15

## Vision Plans

You pay the full cost of coverage on a semi-monthly basis.

Plan	Self	Self +1	Family
Vision Choice Plus	\$3.99	\$8.01	\$12.58
Vision Choice Premium	\$10.14	\$19.24	\$28.57

## Basic Life

100% paid by the County. The County pays \$0.02 per \$1,000 of coverage.

## Voluntary Insurance Plans

If you enroll, you pay 100% of the cost.

### Employee Supplemental Life

Age as of January 1, 2022	Cost per \$1,000 of Coverage
Less than age 30	\$0.0140
Age 30 thru 34	\$0.0165
Age 35 thru 39	\$0.0230
Age 40 thru 44	\$0.0325
Age 45 thru 49	\$0.0545
Age 50 thru 54	\$0.0865
Age 55 thru 59	\$0.1380
Age 60 thru 64	\$0.1855
Age 65 thru 69	\$0.2850
Age 70 and over	\$0.5000

### Short-term Disability

Age as of January 1, 2022	Cost per \$100 of Your Base Salary
Less than age 25	\$0.467
Age 25 thru 29	\$0.479
Age 30 thru 34	\$0.481
Age 35 thru 39	\$0.350
Age 40 thru 44	\$0.285
Age 45 thru 49	\$0.310
Age 50 thru 54	\$0.368
Age 55 thru 59	\$0.425
Age 60 thru 64	\$0.478
Age 65 and over	\$0.524

### Long-term Disability

Age as of January 1, 2022	Cost per \$100 of Your Base Salary
Less than age 25	\$0.049
25 thru 29	\$0.057
30 thru 34	\$0.079
35 thru 39	\$0.115
40 thru 44	\$0.201
45 thru 49	\$0.325
50 thru 54	\$0.439
55 thru 59	\$0.519
60 thru 64	\$0.512
65 and over	\$0.463