

## 2019 MONTHLY PLAN COSTS ELIGIBLE PART-TIME REGULAR EMPLOYEES AND DEPENDENTS

Part-time employees who are regularly scheduled to work between twenty (20) and less than thirty (30) hours per week will receive employee-only medical, vision exam and dental insurance. Such employees may elect to self-pay for purchase of dependent coverage under the COUNTY's group plan.

- Eligible Admin Pro, Local 626 and non-represented employees hired **on or before December 31, 2015** may choose between the High Deductible Health Plan (HDHP), PrimePlus, and Co-Pay Plan.
- Eligible Admin Pro, Local 626 and non-represented employees hired **on or after January 1, 2016** may choose between the HDHP and PrimePlus Plan.
- Eligible AFSCME and AFSCME Nurses, FOPPO, Prosecuting Attorneys and LCPOA employees may choose between the HDHP, PrimePlus Plan, and Co-Pay Plan.
- Employees covered under another group medical plan may elect to Opt-Out and receive the incentive, in the amount of \$175 per month, which is added to the first paycheck of the month.

The medical plan rates for dependents are based on the applicable COBRA rate (less the 2% fee), less the County cost for the employee. The dental plan rates for dependents are based on the composite premium, less the County cost for the employee.

Plan	Employee only*	Employee + Child(ren)	Employee+ Spouse	Employee+ Family
PrimePlus	30	595	886	1,409
HDHP with HSA**	20	375	626	1,073
Copay 35	50	664	986	1,556
Delta Dental	0	57	57	57
WDG	0	59	59	59

*\*Employees with a premium cost share who complete all three parts of the "Live Well" Health Risk Assessment (1) Health History Risk Assessment (HHRA), (2) Biometric Screening, and (3) Comprehensive Health Review at the Live Well Center by 11/30/2018 will receive a \$20/month credit in 2019.*

*\*\*The County contributes up to \$1,500 annually to HSA. Amount is prorated monthly for new hires based on their effective date.*

## Health Plan Monthly Premium Comparison 1/1/2019

### Employee cost per month

Labor Agreement	Hire Date	Co-Pay Plan	High Deductible Health Plan	Plus Plan
FOPPO, LCPOA, Prosecuting Attorneys, AFSCME* and AFSCME Nurses*	Any date of hire	Employee – \$50/month Employee + Dependent(s) – \$70/month	\$20/month	Employee – \$30/month Employee + Dependent(s) – \$50/month
Admin Pro, Local 626 and Non-represented	On or after 1/1/2016	N/A	\$20/month	Employee \$30/month Employee + Dependent(s) \$50/month
Admin Pro, Local 626, and Non-represented*	On or before 12/31/2015	Employee – \$50/month Employee + Dependent(s) – \$70/month	\$20/month	Employee \$30/month Employee + Dependent(s) \$50/month
Non-represented- P (eligible non-represented physicians)	On or after 1/1/2016	N/A	\$20/month	Employee \$30/month Employee + Child(ren) \$60/month Employee + Spouse \$90/month Family \$120/month
Non-represented- P (eligible non-represented physicians)	On or before 12/31/2015	\$0	\$0	N/A

*All eligible employees with a premium cost share who complete all three parts of the “Live Well” Health Risk Assessment (1) Health History Risk Assessment (HHRA), (2) Biometric Screening, and (3) Comprehensive Health Review at the Live Well Center will receive a \$20/month credit in 2019.*