

2023 Health Insurance Plans (Effective January 1, 2023)

All Employees

Aetna Full HMO	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
Employee Only	93.94	532.31	227.02	399.23	360.09	266.16	626.25	1252.50
Employee +1	187.87	1064.63	454.03	798.47	720.18	532.32	1252.50	2505.00
Employee + Family	265.84	1506.45	642.45	1129.84	1019.06	753.23	1772.29	3544.58

Aetna AVN HMO	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
Employee Only	72.77	412.34	175.85	309.26	278.94	206.17	485.11	970.22
Employee +1	145.53	824.68	351.70	618.51	557.87	412.34	970.21	1940.42
Employee + Family	205.93	1166.92	497.66	875.19	789.39	583.46	1372.85	2745.70

Aetna OAMC PPO (\$200 Deductible)	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
Employee Only	199.71	599.15	349.50	449.36	499.28	299.58	798.86	1597.72
Employee +1	414.80	1244.40	725.90	933.30	1037.00	622.20	1658.20	3318.40
Employee + Family	603.58	1810.73	1056.26	1358.05	1508.94	905.37	2414.31	4828.62

Aetna HDHP OAMC PPO	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
Employee Only	77.67	440.16	187.71	330.12	297.75	220.08	517.83	1035.66
Employee +1	155.35	880.31	375.43	660.23	595.50	440.16	1035.66	2071.32
Employee + Family	219.82	1245.85	531.23	934.24	842.64	622.83	1465.47	2930.94

Kaiser HMO	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 ²	Monthly Premium ²
Employee Only	59.08	335.76	59.08	335.76	226.46	168.38	394.84	789.68
Employee +1	118.15	670.53	285.53	503.15	452.92	335.76	788.68	1577.36
Employee + Family	167.19	948.38	404.03	711.54	640.88	474.69	1115.57	2231.14

Kaiser HDHP	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 ²	Monthly Premium ²
Employee Only	46.40	263.92	46.40	263.92	177.86	132.46	310.32	620.64
Employee +1	92.80	526.84	224.26	395.38	355.72	263.92	619.64	1239.28
Employee + Family	131.31	745.06	317.32	559.05	503.34	373.03	876.37	1752.74

Operating Engineers PPO, Dental & Vision	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
Employee Only	51.45	463.05	167.21	347.29	282.97	231.53	514.50	1029.00
Employee +1	102.85	925.65	334.26	694.24	565.67	462.83	1028.50	2057.00
Employee + Family	138.85	1249.65	451.26	937.24	763.67	624.83	1388.50	2777.00

Operating Engineers Kaiser, Dental & Vision	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
Employee Only	47.35	426.15	153.89	319.61	260.42	213.08	473.50	947.00
Employee +1	94.70	852.30	307.77	639.23	520.85	426.15	947.00	1894.00
Employee + Family	123.50	1111.50	401.37	833.63	679.25	555.75	1235.00	2470.00

2023 Dental & Vision Contributions

Management, Confidential, District Attorney/County Counsel, Sheriff Sergeant	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 ¹	Employee Cost	County Cost ¹
Employee Only			22.71	
Employee + 1	6.76	60.88	39.85	60.88
Employee + 2 ore more			52.32	

All other represented employee groups	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 ¹	Employee Cost	County Cost ¹	Employee Cost	County Cost ¹	Employee Cost	County Cost ¹
Employee Only			11.98		17.18		23.42	
Employee + 1	5.46	49.13	18.86	49.13	29.77	49.13	42.88	49.13
Employee + 2 ore more			23.87		38.93		57.03	

Management, Confidential, District Attorney/County Counsel, Sheriff Sergeant	Cigna DHMO		VSP Vision Care	
	Employee cost	County cost	Employee cost	County cost
	Employee Only	2.15	19.34	0.00
All other represented employee groups	2.15	19.34		

	VSP Vision Care Buy-Up	
	Employee cost	County cost
Employee Only	2.66	
Employee + 1	5.59	8.26
Employee + 2 ore more	7.99	

¹The annual premiums are divided into 24 pay periods

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