



Benefit Premiums & Contribution Rates Effective July 1, 2024 - June 30, 2025

Medical Plan - CIGNA, Open Access Plus (OAP)- 3.61% increase

	Total Mo. Premium	City Paid Mo. Premium	Employee Cost Per Mo.	Employee Cost Per Pay Period*
Employee Only	\$1,091.25	\$960.30	\$130.95	\$65.48
Employee & Spouse	\$1,961.00	\$1,647.24	\$313.76	\$156.88
Employee & Child(ren)	\$1,851.96	\$1,555.65	\$296.31	\$148.16
Employee, Spouse & Child(ren)	\$2,995.83	\$2,516.50	\$479.33	\$239.67

Medical Plan - CIGNA, HMO- 4.36% increase

	Total Mo. Premium	City Paid Mo. Premium	Employee Cost Per Mo.	Employee Cost Per Pay Period*
Employee Only	\$982.92	\$937.31	\$45.61	\$22.81
Employee & Spouse	\$1,766.33	\$1,607.71	\$158.62	\$79.31
Employee & Child(ren)	\$1,668.13	\$1,518.33	\$149.80	\$74.90
Employee, Spouse & Child(ren)	\$2,698.42	\$2,456.10	\$242.32	\$121.16

Medical Plan - CIGNA, High Deductible Health Plan w/HSA- 6.88% increase (city will cover in full)

	Total Mo. Prem.	City Paid Mo. Premium	City Paid Monthly HSA	Employee Cost Per Pay Period*
Employee Only	\$819.51	\$819.51	\$50.00	\$0.00
Employee & Spouse	\$1,472.67	\$1,472.67	\$70.00	\$0.00
Employee & Child(ren)	\$1,390.77	\$1,390.77	\$70.00	\$0.00
Employee, Spouse & Child(ren)	\$2,249.78	\$2,249.78	\$70.00	\$0.00

Dental Plans - CIGNA- 2% increase

High Plan - PPO	Total Mo. Premium	Employee Cost Per Pay Period*
Employee Only	\$75.76	\$37.88
Employee & Spouse	\$156.56	\$78.28
Employee & Child(ren)	\$174.86	\$87.43
Employee, Spouse & Child(ren)	\$271.51	\$135.76

Low Plan - PPO	Total Mo. Premium	Employee Cost Per Pay Period*
Employee Only	\$33.35	\$16.68
Employee & Spouse	\$64.77	\$32.39
Employee & Child(ren)	\$76.27	\$38.14
Employee, Spouse & Child(ren)	\$86.61	\$43.31

Vision Plan - VSP New Vendor

Base Plan- Option 1	Total Mo. Premium	Employee Cost Per Pay Period*
Employee Only	\$5.82	\$2.91
Employee & Spouse	\$11.65	\$5.83
Employee & Child(ren)	\$12.46	\$6.23
Employee, Spouse & Child(ren)	\$19.92	\$9.96

Premium Plan- Option 2	Total Mo. Premium	Employee Cost Per Pay Period*
Employee Only	\$7.82	\$3.91
Employee & Spouse	\$15.65	\$7.83
Employee & Child(ren)	\$16.74	\$8.37
Employee, Spouse & Child(ren)	\$26.76	\$13.38

United Pet Care - UPC

	Total Mo. Premium	Employee Cost Per Pay Period*
One Pet	\$17.50	\$8.75
Two Pets	\$34.00	\$17.00
Three Pets	\$50.50	\$25.25
Four Pets	\$67.00	\$33.50
Each add'l pet	\$16.50 each	\$8.25/per add'l pet

*Based on 24 pay periods per year