



2020 Healthcare Rate Sheet

FOR EMPLOYEES HIRED PRIOR TO JANUARY 1ST 2018

Rates based on 2019 healthcare plans that will continue to be offered until final negotiations and ratification with the Unions, and Board approval occurs.

Full-Time Employee Healthcare Rates

Full-time - Salary <=\$35K				
		10-month (20 Deductions)	11-month (24 Deductions)	12-month (26 Deductions)
Cigna OAP10	Employee	\$77.40	\$64.50	\$59.54
	Spouse	\$160.20	\$133.50	\$123.23
	Children	\$112.80	\$94.00	\$86.77
	Family	\$321.00	\$267.50	\$246.92
	Employee & Domestic Partner with Children	\$321.00	\$267.50	\$246.92
	Employee with Children & Domestic Partner	\$321.00	\$267.50	\$246.92
	Spousal/Domestic Partner Surcharge	\$25.00	\$20.84	\$19.23
Cigna OAP20	Employee	\$6.00	\$5.00	\$4.62
	Spouse	\$94.80	\$79.00	\$72.92
	Children	\$67.20	\$56.00	\$51.69
	Family	\$189.60	\$158.00	\$145.85
	Employee & Domestic Partner with Children	\$189.60	\$158.00	\$145.85
	Employee with Children & Domestic Partner	\$189.60	\$158.00	\$145.85
	Spousal/Domestic Partner Surcharge	\$25.00	\$20.84	\$19.23
Cigna LocalPlus	Employee	\$0.00	\$0.00	\$0.00
	Spouse	\$94.80	\$79.00	\$72.92
	Children	\$66.60	\$55.50	\$51.23
	Family	\$189.00	\$157.50	\$145.38
	Employee & Domestic Partner with Children	\$189.00	\$157.50	\$145.38
	Employee with Children & Domestic Partner	\$189.00	\$157.50	\$145.38
	Spousal/Domestic Partner Surcharge	\$25.00	\$20.84	\$19.23

* Employee-Only Rate must be added to the dependent rate, i.e., spouse/domestic partner, child(ren), or family to get the total deduction per paycheck.



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Full-Time Employee Healthcare Rates

Full-time - Salary >\$35K - 55K				
		10-month (20 Deductions)	11-month (24 Deductions)	12-month (26 Deductions)
Cigna OAP10	Employee	\$100.20	\$83.50	\$77.08
	Spouse	\$225.00	\$187.50	\$173.08
	Children	\$157.80	\$131.50	\$121.38
	Family	\$450.00	\$375.00	\$346.15
	Employee & Domestic Partner with Children	\$450.00	\$375.00	\$346.15
	Employee with Children & Domestic Partner	\$450.00	\$375.00	\$346.15
	Spousal/Domestic Partner Surcharge	\$25.00	\$20.84	\$19.23
Cigna OAP20	Employee	\$12.00	\$10.00	\$9.23
	Spouse	\$139.80	\$116.50	\$107.54
	Children	\$98.40	\$82.00	\$75.69
	Family	\$279.00	\$232.50	\$214.62
	Employee & Domestic Partner with Children	\$279.00	\$232.50	\$214.62
	Employee with Children & Domestic Partner	\$279.00	\$232.50	\$214.62
	Spousal/Domestic Partner Surcharge	\$25.00	\$20.84	\$19.23
Cigna LocalPlus	Employee	\$0.00	\$0.00	\$0.00
	Spouse	\$139.20	\$116.00	\$107.08
	Children	\$97.80	\$81.50	\$75.23
	Family	\$278.40	\$232.00	\$214.15
	Employee & Domestic Partner with Children	\$278.40	\$232.00	\$214.15
	Employee with Children & Domestic Partner	\$278.40	\$232.00	\$214.15
	Spousal/Domestic Partner Surcharge	\$25.00	\$20.84	\$19.23

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Full-Time Employee Healthcare Rates

Full-time - Salary >\$55K - 70K				
		10-month (20 Deductions)	11-month (24 Deductions)	12-month (26 Deductions)
Cigna OAP10	Employee	\$114.00	\$95.00	\$87.69
	Spouse	\$289.20	\$241.00	\$222.46
	Children	\$202.80	\$169.00	\$156.00
	Family	\$577.80	\$481.50	\$444.46
	Employee & Domestic Partner with Children	\$577.80	\$481.50	\$444.46
	Employee with Children & Domestic Partner	\$577.80	\$481.50	\$444.46
	Spousal/Domestic Partner Surcharge	\$25.00	\$20.84	\$19.23
Cigna OAP20	Employee	\$18.00	\$15.00	\$13.85
	Spouse	\$223.20	\$186.00	\$171.69
	Children	\$157.20	\$131.00	\$120.92
	Family	\$446.40	\$372.00	\$343.38
	Employee & Domestic Partner with Children	\$446.40	\$372.00	\$343.38
	Employee with Children & Domestic Partner	\$446.40	\$372.00	\$343.38
	Spousal/Domestic Partner Surcharge	\$25.00	\$20.84	\$19.23
Cigna LocalPlus	Employee	\$0.00	\$0.00	\$0.00
	Spouse	\$205.80	\$171.50	\$158.31
	Children	\$145.20	\$121.00	\$111.69
	Family	\$411.60	\$343.00	\$316.62
	Employee & Domestic Partner with Children	\$411.60	\$343.00	\$316.62
	Employee with Children & Domestic Partner	\$411.60	\$343.00	\$316.62
	Spousal/Domestic Partner Surcharge	\$25.00	\$20.84	\$19.23

* Employee-Only Rate must be added to the dependent rate, i.e., spouse/domestic partner, child(ren), or family to get the total deduction per paycheck.



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Full-Time Employee Healthcare Rates

Full-time - Salary >\$70K - 90K				
		10-month (20 Deductions)	11-month (24 Deductions)	12-month (26 Deductions)
Cigna OAP10	Employee	\$127.80	\$106.50	\$98.31
	Spouse	\$352.80	\$294.00	\$271.38
	Children	\$248.40	\$207.00	\$191.08
	Family	\$706.20	\$588.50	\$543.23
	Employee & Domestic Partner with Children	\$706.20	\$588.50	\$543.23
	Employee with Children & Domestic Partner	\$706.20	\$588.50	\$543.23
	Spousal/Domestic Partner Surcharge	\$25.00	\$20.84	\$19.23
Cigna OAP20	Employee	\$24.00	\$20.00	\$18.46
	Spouse	\$262.20	\$218.50	\$201.69
	Children	\$184.80	\$154.00	\$142.15
	Family	\$524.40	\$437.00	\$403.38
	Employee & Domestic Partner with Children	\$524.40	\$437.00	\$403.38
	Employee with Children & Domestic Partner	\$524.40	\$437.00	\$403.38
	Spousal/Domestic Partner Surcharge	\$25.00	\$20.84	\$19.23
Cigna LocalPlus	Employee	\$0.00	\$0.00	\$0.00
	Spouse	\$261.60	\$218.00	\$201.23
	Children	\$184.20	\$153.50	\$141.69
	Family	\$523.20	\$436.00	\$402.46
	Employee & Domestic Partner with Children	\$523.20	\$436.00	\$402.46
	Employee with Children & Domestic Partner	\$523.20	\$436.00	\$402.46
	Spousal/Domestic Partner Surcharge	\$25.00	\$20.84	\$19.23

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Full-time - Salary > \$90K				
		10-month (20 Deductions)	11-month (24 Deductions)	12-month (26 Deductions)
Cigna OAP10	Employee	\$142.20	\$118.50	\$109.38
	Spouse	\$449.40	\$374.50	\$345.69
	Children	\$316.20	\$263.50	\$243.23
	Family	\$898.80	\$749.00	\$691.38
	Employee & Domestic Partner with Children	\$898.80	\$749.00	\$691.38
	Employee with Children & Domestic Partner	\$898.80	\$749.00	\$691.38
	Spousal/Domestic Partner Surcharge	\$25.00	\$20.84	\$19.23
Cigna OAP20	Employee	\$42.00	\$35.00	\$32.31
	Spouse	\$373.80	\$311.50	\$287.54
	Children	\$263.40	\$219.50	\$202.62
	Family	\$747.00	\$622.50	\$574.62
	Employee & Domestic Partner with Children	\$747.00	\$622.50	\$574.62
	Employee with Children & Domestic Partner	\$747.00	\$622.50	\$574.62
	Spousal/Domestic Partner Surcharge	\$25.00	\$20.84	\$19.23
Cigna LocalPlus	Employee	\$0.00	\$0.00	\$0.00
	Spouse	\$317.40	\$264.50	\$244.15
	Children	\$223.20	\$186.00	\$171.69
	Family	\$634.20	\$528.50	\$487.85
	Employee & Domestic Partner with Children	\$634.20	\$528.50	\$487.85
	Employee with Children & Domestic Partner	\$634.20	\$528.50	\$487.85
	Spousal/Domestic Partner Surcharge	\$25.00	\$20.84	\$19.23

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