

## 2024 HEALTH, DENTAL, AND VISION BIWEEKLY RATES FOR ACTIVE EMPLOYEES

*Employees who waive medical insurance, and qualify, will receive biweekly Waiver Credit: Full-time \$100; Part-time 20 \$50*

### HEALTH PLANS

	FULL-TIME				PART-TIME 20			
	UHC HDHP OON (IN/OUT OF NETWORK)				UHC HDHP OON (IN/OUT OF NETWORK)			
	Premium	Subsidy	Payroll Deduction	Annual HSA/HRA	Premium	Subsidy	Payroll Deduction	Annual HSA/HRA
Employee	\$309.83	\$299.45	\$10.39	\$1,200.00	\$309.83	\$ 241.07	\$68.76	\$1,200.00
Emp+Spouse	\$666.40	\$639.81	\$26.59	\$2,400.00	\$666.40	\$ 587.00	\$79.40	\$2,400.00
Emp+Child(ren)	\$569.85	\$549.94	\$19.91	\$2,400.00	\$569.85	\$ 495.77	\$74.08	\$2,400.00
Emp+Family	\$974.12	\$897.19	\$76.94	\$2,400.00	\$974.12	\$ 846.85	\$127.28	\$2,400.00
	UHC CDH PLAN				UHC CDH PLAN			
	Premium	Subsidy	Payroll Deduction	Annual HSA/HRA	Premium	Subsidy	Payroll Deduction	Annual HSA/HRA
Employee	\$503.41	\$424.77	\$78.64	\$0.00	\$503.41	\$365.61	\$137.80	\$0.00
Emp+Spouse	\$1,082.74	\$911.12	\$171.62	\$0.00	\$1,082.74	\$856.74	\$226.00	\$0.00
Emp+Child(ren)	\$925.81	\$780.70	\$145.11	\$0.00	\$925.81	\$727.24	\$198.57	\$0.00
Emp+Family	\$1,582.60	\$1,309.47	\$273.13	\$0.00	\$1,582.60	\$1,257.84	\$324.76	\$0.00

### ANNUAL HEALTH SAVINGS ACCOUNT GUIDELINES

MEDICAL PLANS	TIER OF COVERAGE	COUNTY FUNDED (PRORATED FOR NEW HIRES)	ELIGIBLE EMPLOYEE CONTRIBUTION - UNDER AGE 55	TOTAL 2024 CONTRIBUTION ALLOWED BY IRS	CATCHUP CONTRIBUTION FOR MEMBERS AGE 55+
HDHP OON	Employee Only	\$1,200	\$2,950	\$4,150	\$1,000
	Employee + Dependent(s)	\$2,400	\$5,900	\$8,300	\$1,000 <i>per member age 55+</i>
CDH	Note Eligible	\$\$0	\$0	N/A	N/A

*\*Catch-up contributions are HSA contributions made in addition to any regular HSA contributions. Maximum Catch-up contribution for 2023 is \$1,000. You are eligible to make catch-up contributions if you meet the eligibility requirements for regular contributions and have attained age 55 by the end of your taxable year.*

### DENTAL AND VISION PLANS

	Employee	Emp+Spouse/DP	Emp+Child(ren)	Emp+Family
Dental – DHMO Humana	\$5.42	\$9.74	\$10.84	\$13.00
Dental – DPPO United HealthCare	\$16.46	\$32.67	\$38.32	\$54.53
Vision – Humana	\$4.11	\$8.24	\$7.81	\$12.28

**PREPAID LEGAL – US Legal \$7.73 biweekly**

**EMPLOYEES WITH DOMESTIC PARTNER COVERAGE  
AND/OR OVER AGE DEPENDENT (CHILD AGE 26-30 on 1/1/2024) COVERAGE**

Per IRS rules, deduction is broken into pre- and after-tax; a portion of the County's subsidy is subject to Imputed Income tax.

FULLTIME	UHC HDHP OON					UHC CDH				
	Deduction			Imputed Income	Annual HSA/HRA	Deduction			Imputed Income	Annual HSA/HRA
	Full	Pre-Tax	After-Tax			Full	Pre-Tax	After-Tax		
Emp+CH over 26 (Child+\$20)	39.91	10.39	29.52	250.49	2,400	165.11	78.64	86.47	355.93	0
Emp+Family w/ child over 26 (Family+\$20)	96.94	26.59	70.35	257.37	2,400	293.13	171.62	121.51	398.35	0
Emp+DP	26.59	10.39	16.20	340.37	2,400	171.62	78.64	92.98	486.35	0
Emp+CH of DP	19.91	10.39	9.52	250.49	2,400	145.11	78.64	66.47	355.93	0
Emp+CH of DP over 26 (CH+\$20)	39.91	10.39	29.52	250.49	2,400	165.11	78.64	86.47	355.93	0
Emp+DP+CH w/ no child of DP	76.94	19.91	57.03	347.25	2,400	273.13	145.11	128.01	528.78	0
Emp+DP+CH of DP	76.94	10.39	66.55	597.74	2,400	273.13	78.64	194.49	884.70	0
Emp+DP+CH over 26 w/ no child of DP (Fam+\$20)	96.94	10.39	86.55	597.74	2,400	293.13	78.64	214.49	884.70	0
Emp+DP+CH of DP over 26 (Fam+\$20)	96.94	10.39	86.55	597.74	2,400	293.13	78.64	214.49	884.70	0

PT20	UHC HDHP OON					UHC CDH				
	Deduction			Imputed Income	Annual HSA/HRA	Deduction			Imputed Income	Annual HSA/HRA
	Full	Pre-Tax	After-Tax			Full	Pre-Tax	After-Tax		
Emp+CH over 26 (Child+\$20)	94.08	68.76	25.32	254.69	2,400	218.57	137.80	80.77	361.63	0
Emp+Family w/ child over 26 (Family+\$20)	147.27	79.40	67.87	259.85	2,400	344.76	226.00	118.76	401.10	0
Emp+DP	79.40	68.76	10.64	345.93	2,400	226.00	137.80	88.20	491.13	0
Emp+CH of DP	74.08	68.76	5.32	254.69	2,400	198.57	137.80	60.77	361.63	0
Emp+CH of DP over 26 (CH+\$20)	94.08	68.76	25.32	254.69	2,400	218.57	137.80	80.77	361.63	0
Emp+DP+CH w/ no child of DP	127.27	74.08	53.19	351.09	2,400	324.76	198.57	126.19	530.61	0
Emp+DP+CH of DP	127.27	68.76	58.51	605.78	2,400	324.76	137.80	186.86	892.23	0
Emp+DP+CH over 26 w/ no child of DP (Fam+\$20)	147.27	68.76	78.51	605.78	2,400	344.76	137.80	206.96	892.23	0
Emp+DP+CH of DP over 26 (Fam+\$20)	147.27	68.76	78.51	605.78	2,400	344.76	137.80	206.96	892.23	0