2026 Health Insurance Plans (Effective January 1, 2026)

Courts Employees

Aetna Full HMO	Full Time Employees		3/4 Time Employees		1/2 Time Employees		Total	Total
	Employee Cost	Courts Cost	Employee cost	Courts cost	Employee cost	Courts cost	Semi-Monthly Premium	Monthly Premium
Employee Only	0.00	925.44	0.00	925.44	0.00	925.44	925.44	1850.88
Employee +1	0.00	1850.88	0.00	1850.88	0.00	1850.88	1850.88	3701.76
Employee + Family	0.00	2618.99	0.00	2618.99	0.00	2618.99	2618.99	5237.98

Aetna AVN HMO	Full Time Employees		3/4 Time Employees		1/2 Time Employees		Total	Total
	Employee Cost	Courts Cost	Employee cost	Courts cost	Employee cost	Courts cost	Semi-Monthly Premium	Monthly Premium
Employee Only	0.00	716.88	0.00	716.88	0.00	716.88	716.88	1433.76
Employee +1	0.00	1433.72	0.00	1433.72	0.00	1433.72	1433.72	2867.44
Employee + Family	0.00	2028.73	0.00	2028.73	0.00	2028.73	2028.73	4057.46

Aetna OAMC PPO ($300 Deductible)	Full Time Employees		3/4 Time Employees		1/2 Time Employees		Total	Total
	Employee Cost	Courts Cost	Employee cost	Courts cost	Employee cost	Courts cost	Semi-Monthly Premium	Monthly Premium
Employee Only	108.32	974.92	352.05	731.19	595.78	487.46	1083.24	2166.48
Employee +1	216.65	1949.82	704.10	1462.37	1191.56	974.91	2166.47	4332.94
Employee + Family	306.55	2758.99	996.30	2069.24	1686.04	1379.50	3065.54	6131.08

Aetna HDHP OAMC PPO	Full Time Employees		3/4 Time Employees		1/2 Time Employees		Total	Total
	Employee Cost	Courts Cost	Employee cost	Courts cost	Employee cost	Courts cost	Semi-Monthly Premium	Monthly Premium
Employee Only	0.00	765.22	0.00	765.22	0.00	765.22	765.22	1530.44
Employee +1	0.00	1530.44	0.00	1530.44	0.00	1530.44	1530.44	3060.88
Employee + Family	0.00	2165.59	0.00	2165.59	0.00	2165.59	2165.59	4331.18

Kaiser HMO	Full Time Employees		3/4 Time Employees		1/2 Time Employees		Total	Total
	Employee Cost	Courts Cost	Employee cost	Courts cost	Employee cost	Courts cost	Semi-Monthly Premium[2]	Monthly Premium[2]
Employee Only	0.00	572.79	0.00	572.79	0.00	572.79	572.79	1145.58
Employee +1	0.00	1144.59	0.00	1144.59	0.00	1144.59	1144.59	2289.18
Employee + Family	0.00	1619.18	0.00	1619.18	0.00	1619.18	1619.18	3238.36

Kaiser HDHP	Full Time Employees		3/4 Time Employees		1/2 Time Employees		Total	Total
	Employee Cost	Courts Cost	Employee cost	Courts cost	Employee cost	Courts cost	Semi-Monthly Premium[2]	Monthly Premium[2]
Employee Only	0.00	456.10	0.00	456.10	0.00	456.10	456.10	912.20
Employee +1	0.00	911.19	0.00	911.19	0.00	911.19	911.19	1822.38
Employee + Family	0.00	1288.92	0.00	1288.92	0.00	1288.92	1288.92	2577.84

2026 Health Insurance Plans (Effective January 1, 2026)

2026 Dental & Vision Contributions

	Cigna Dental PPO			
Management, Confidential, District Attorney/County Counsel, Sheriff Sergeant	*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	6.43	57.83	22.71	57.83
Employee + 1			39.85	
Employee + 2 ore more			52.32	

	Cigna Dental PPO							
All other represented employee groups	*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	5.19	46.67	11.98	46.67	17.18	46.67	23.42	46.67
Employee + 1			18.86		29.77		42.88	
Employee + 2 ore more			23.87		38.93		57.03	

	Cigna DHMO		VSP Vision Care	
	Employee cost	County cost	Employee cost	County cost
Management, Confidential, District Attorney/County Counsel, Sheriff Sergeant	2.15	19.34	0.00	8.01
All other represented employee groups	2.15	19.34		

	VSP Vision Care Buy-Up	
	Employee cost	County cost
Employee Only	2.79	8.01
Employee + 1	5.85	
Employee + 2 ore more	8.36	

*The annual premiums are divided into 24 pay periods

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