

2026 Health Insurance Plans (Effective January 1, 2026)

County AFSCME, SEIU, Management, Attorneys, and Confidential, OSL, PDA, UAPD, SMCCE

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	92.54	832.90	300.76	624.68	508.99	416.45	925.44	1850.88
Employee +1	185.09	1665.79	601.54	1249.34	1017.98	832.90	1850.88	3701.76
Employee + Family	261.90	2357.09	851.17	1767.82	1440.44	1178.55	2618.99	5237.98

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	71.69	645.19	232.99	483.89	394.28	322.60	716.88	1433.76
Employee +1	143.37	1290.35	465.96	967.76	788.54	645.18	1433.72	2867.44
Employee + Family	202.87	1825.86	659.33	1369.40	1115.80	912.93	2028.73	4057.46

Aetna OAMC PPO (\$300 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	270.81	812.43	473.92	609.32	677.02	406.22	1083.24	2166.48
Employee +1	541.62	1624.85	947.83	1218.64	1354.04	812.43	2166.47	4332.94
Employee + Family	766.38	2299.16	1341.17	1724.37	1915.96	1149.58	3065.54	6131.08

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	114.78	650.44	277.39	487.83	440.00	325.22	765.22	1530.44
Employee +1	229.57	1300.87	554.79	975.65	880.00	650.44	1530.44	3060.88
Employee + Family	324.84	1840.75	785.03	1380.56	1245.21	920.38	2165.59	4331.18

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	85.77	487.02	85.77	487.02	328.78	244.01	572.79	1145.58
Employee +1	171.54	973.05	414.55	730.04	657.56	487.03	1144.59	2289.18
Employee + Family	242.73	1376.45	586.59	1032.59	930.45	688.73	1619.18	3238.36

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	68.26	387.84	68.26	387.84	261.68	194.42	456.10	912.20
Employee +1	136.53	774.66	329.94	581.25	523.36	387.83	911.19	1822.38
Employee + Family	193.19	1095.73	466.87	822.05	740.55	548.37	1288.92	2577.84

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	66.25	596.25	215.31	447.19	364.37	298.13	662.50	1325.00
Employee +1	132.50	1192.50	430.62	894.38	728.75	596.25	1325.00	2650.00
Employee + Family	178.85	1609.65	581.26	1207.24	983.67	804.83	1788.50	3577.00

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	59.10	531.90	192.07	398.93	325.05	265.95	591.00	1182.00
Employee +1	118.15	1063.35	383.99	797.51	649.82	531.68	1181.50	2363.00
Employee + Family	154.15	1387.35	500.99	1040.51	847.82	693.68	1541.50	3083.00

2026 Health Insurance Plans (Effective January 1, 2026)

2026 Dental & Vision Contributions

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

	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
All other represented employee groups								
Employee Only			11.98		17.18		23.42	
Employee + 1	5.19	46.67	18.86	46.67	29.77	46.67	42.88	46.67
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	
Employee + 1	5.85	8.01
Employee + 2 ore more	8.36	

*The annual premiums are divided into 24 pay periods

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