



total rewards

2021 vs. 2020 PREMIUM SHARE RATES

WITH Wellness Reward Incentive

	Employee Cost per Month		Change
	2021	2020	
Aetna Deductible Plan			
Employee Only	56.88	39.42	17.46
Employee & Spouse/Partner	273.62	234.34	39.28
Employee & Child(ren)	241.84	207.12	34.72
Couple & Child(ren)	377.26	323.12	54.14
Aetna High Deductible Health Plan			
Employee Only	14.12	0.00	14.12
Employee & Spouse/Partner	97.76	67.78	29.98
Employee & Child(ren)	86.38	59.90	26.48
Couple & Child(ren)	134.76	93.42	41.34
Kaiser Permanente HMO			
Employee Only	41.30	28.10	13.20
Employee & Spouse/Partner	199.38	167.54	31.84
Employee & Child(ren)	186.52	156.74	29.78
Couple & Child(ren)	286.84	241.04	45.80

WITHOUT Wellness Reward Incentive

	Employee Cost per Month		Change
	2021	2020	
Aetna Deductible Plan			
Employee Only	138.10	118.28	19.82
Employee & Spouse/Partner	434.58	374.94	59.64
Employee & Child(ren)	384.10	331.38	52.72
Couple & Child(ren)	589.02	516.96	72.06
Aetna High Deductible Health Plan			
Employee Only	14.12	0.00	14.12
Employee & Spouse/Partner	97.76	67.78	29.98
Employee & Child(ren)	86.38	59.90	26.48
Couple & Child(ren)	134.76	93.42	41.34
Kaiser Permanente HMO			
Employee Only	100.30	84.30	16.00
Employee & Spouse/Partner	316.66	268.08	48.58
Employee & Child(ren)	296.24	250.80	45.44
Couple & Child(ren)	455.56	385.68	69.88

Dental and Vision Insurance

	Employee Cost per Month		
	2021	2020	Change
Delta Dental Legacy & Core			
Employee Only	1.88	1.00	0.88
Employee & Spouse/Partner	13.78	9.24	4.54
Employee & Child(ren)	11.72	7.84	3.88
Couple & Child(ren)	18.96	12.70	6.26
Delta Dental Enhanced			
Employee Only	21.40	20.18	1.22
Employee & Spouse/Partner	52.82	47.60	5.22
Employee & Child(ren)	44.92	40.44	4.48
Couple & Child(ren)	72.66	65.44	7.22
VSP Vision Core			
Employee Only	1.10	1.00	0.10
Employee & Spouse/Partner	2.12	1.90	0.22
Employee & Child(ren)	2.26	2.04	0.22
Couple & Child(ren)	3.56	3.20	0.36
VSP Vision Enhanced			
Employee Only	5.40	5.14	0.26
Employee & Spouse/Partner	10.75	10.20	0.55
Employee & Child(ren)	11.50	10.92	0.58
Couple & Child(ren)	18.30	17.38	0.92