

## Health Care Plan Options and Costs (Faculty)

July 2016 - December 2016

West Valley-Mission Community College District makes a maximum annual contribution of \$18,050 towards your Medical, Dental, Vision, and Long Term-Disability (LTD) benefits.

Health Care Plan Options	Annual Cost	Under/ Over	Annual Difference (Amount paid by employee)	10 month Faculty, cost over 10 pay periods	11 month Faculty, cost over 11 pay periods	12 month Faculty, cost over 12 pay periods
Blue Shield PPO*, LTD	\$22,602.48	Over	\$4,552.48	\$455.25	\$413.86	\$379.37
Blue shield HMO, LTD	\$22,475.52	Over	\$4,425.52	\$442.55	\$402.32	\$368.79
Kaiser HMO,LTD	\$19,449.12	Over	\$1,399.12	\$139.91	\$127.19	\$116.59
Blue Shield PPO*, Delta PPO, LTD	\$23,854.08	Over	\$5,804.08	\$580.41	\$527.64	\$483.67
Blue Shield PPO*, Delta Care HMO, LTD	\$23,284.56	Over	\$5,234.56	\$523.46	\$475.87	\$436.21
Blue Shield HMO, Delta PPO, LTD	\$23,727.12	Over	\$5,677.12	\$567.71	\$516.10	\$473.09
Blue Shield HMO, Delta Care HMO, LTD	\$23,157.60	Over	\$5,107.60	\$510.76	\$464.33	\$425.63
Kaiser HMO, Delta PPO and LTD	\$20,700.72	Over	\$2,650.72	\$265.07	\$240.97	\$220.89
Kaiser HMO, Delta Care and LTD	\$20,131.20	Over	\$2,081.20	\$208.12	\$189.20	\$173.43
Blue Shield PPO*, VSP, LTD	\$22,775.52	Over	\$4,725.52	\$472.55	\$429.59	\$393.79
Blue Shield HMO, VSP, LTD	\$22,648.56	Over	\$4,598.56	\$459.86	\$418.05	\$383.21
Blue Shield PPO*, Delta PPO, VSP and LTD	\$24,027.12	Over	\$5,977.12	\$597.71	\$543.37	\$498.09
Blue Shield PPO*, Delta Care, VSP and LTD	\$23,457.60	Over	\$5,407.60	\$540.76	\$491.60	\$450.63
Blue Shield HMO, Delta PPO, VSP and LTD	\$23,900.16	Over	\$5,850.16	\$585.02	\$531.83	\$487.51
Blue Shield HMO, Delta Care, VSP and LTD	\$23,330.64	Over	\$5,280.64	\$528.06	\$480.06	\$440.05

\*Blue Shield PPO rates are inclusive of the Envision maintenance fee.

\*\* Employees can opt to take \$3600 annually cash lieu of Medical, with proof of other group health insurance coverage. Medical only. Cash cannot be taken in lieu of dental, vision etc.