

Current Contribution Levels

GENERAL REPRESENTATION BARGAINING UNIT
MONTHLY PREMIUMS & COUNTY CONTRIBUTIONS
FOR CALENDAR YEAR 2024

County contribution based on language for 2024 in Article 10.1.B.4

2024 MONTHLY COUNTY CONTRIBUTIONS		
	PEMHCA	FHA
EE	157.00	821.71
EE + 1	157.00	1,697.39
EE + 2	157.00	2,253.70

Monthly Premium	County TOTAL* Contribution	MONTHLY CONTRIBUTIONS AVAILABLE FOR MEDICAL PREMIUMS			EE MONTHLY COSTS			EE PAY PERIOD COST
		PEMHCA Contribution	+	FHA Contribution	EE Cost For Plan	EE Cost Admin 0.32% of premium	Total EE Cost	

BLUE SHIELD ACCESS+ HMO (Palo Alto Medical Foundation and Dignity Health Medical Network)

EE	1,076.84	978.71	157.00	821.71	98.13	3.45	101.58	50.79
EE + 1	2,153.68	1,854.39	157.00	1,697.39	299.29	6.89	306.18	153.09
EE + 2	2,799.78	2,410.70	157.00	2,253.70	389.08	8.96	398.04	199.02

BLUE SHIELD TRIO HMO (Dignity Health Medical Network)

EE	946.84	946.84	157.00	789.84	0.00	3.03	3.03	1.51
EE + 1	1,893.68	1,854.39	157.00	1,697.39	39.29	6.06	45.35	22.67
EE + 2	2,461.78	2,410.70	157.00	2,253.70	51.08	7.88	58.96	29.48

ANTHEM HMO SELECT (Dignity Health Medical Network)

EE	1,138.86	978.71	157.00	821.71	160.15	3.64	163.79	81.90
EE + 1	2,277.72	1,854.39	157.00	1,697.39	423.33	7.29	430.62	215.31
EE + 2	2,961.04	2,410.70	157.00	2,253.70	550.34	9.48	559.82	279.91

ANTHEM HMO TRADITIONAL (Palo Alto Medical Foundation and Dignity Health Medical Network)

EE	1,339.70	978.71	157.00	821.71	360.99	4.29	365.28	182.64
EE + 1	2,679.40	1,854.39	157.00	1,697.39	825.01	8.57	833.58	416.79
EE + 2	3,483.22	2,410.70	157.00	2,253.70	1,072.52	11.15	1,083.67	541.83

UNITEDHEALTHCARE SIGNATUREVALUE ALLIANCE HMO (Palo Alto Medical Foundation)

EE	1,091.13	978.71	157.00	821.71	112.42	3.49	115.91	57.96
EE + 1	2,182.26	1,854.39	157.00	1,697.39	327.87	6.98	334.85	167.43
EE + 2	2,836.94	2,410.70	157.00	2,253.70	426.24	9.08	435.32	217.66

UNITEDHEALTHCARE SIGNATUREVALUE HARMONY HMO (Dignity Health Medical Network)

EE	937.39	937.39	157.00	780.39	0.00	3.00	3.00	1.50
EE + 1	1,874.78	1,854.39	157.00	1,697.39	20.39	6.00	26.39	13.19
EE + 2	2,437.21	2,410.70	157.00	2,253.70	26.51	7.80	34.31	17.15

KAISER HMO

EE	1,021.41	978.71	157.00	821.71	42.70	3.27	45.97	22.98
EE + 1	2,042.82	1,854.39	157.00	1,697.39	188.43	6.54	194.97	97.48
EE + 2	2,655.67	2,410.70	157.00	2,253.70	244.97	8.50	253.47	126.73

PERS GOLD PPO (not contracted with PAMF, subject to Non-PPO charges)

EE	914.82	914.82	157.00	757.82	0.00	2.93	2.93	1.46
EE + 1	1,829.64	1,829.64	157.00	1,672.64	0.00	5.85	5.85	2.93
EE + 2	2,378.53	2,378.53	157.00	2,221.53	0.00	7.61	7.61	3.81

PERS PLATINUM PPO

EE	1,314.27	978.71	157.00	821.71	335.56	4.21	339.77	169.88
EE + 1	2,628.54	1,854.39	157.00	1,697.39	774.15	8.41	782.56	391.28
EE + 2	3,417.10	2,410.70	157.00	2,253.70	1,006.40	10.93	1,017.33	508.67

PORAC (available to only PORAC Association members)

EE	931.00	931.00	157.00	774.00	0.00	2.98	2.98	1.49
EE + 1	2,117.00	1,854.39	157.00	1,697.39	262.61	6.77	269.38	134.69
EE + 2	2,651.00	2,410.70	157.00	2,253.70	240.30	8.48	248.78	124.39

DELTA PREFERRED OPTION (DPO+) BUY UP OPTION DENTAL COVERAGE

EE AND DEPENDENTS - ONE FULL YEAR OF ENROLLMENT REQUIRED	48.00	24.00
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VISION SERVICE PLAN

EE+1 OR MORE DEPENDENTS -- ONE FULL YEAR OF ENROLLMENT REQUIRED	17.84	8.92
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EE = employee only
EE+1 = employee plus one dependent
EE+2 = employee plus two or more dependents.

MONTHLY COUNTY CONTRIBUTION	
RETIREE MEDICAL	
RETIREE	157.00

* Total County Contribution for each enrollment tier is the Minimum Employer Contribution per the Public Employees' Medical and Hospital Care Act (PEMHCA) plus the Flexible Health Allowance (FHA) contribution amount for each corresponding enrollment tier.

County Distrib. @ Table
 Date 9/11/24 Time 1:35p

SEIU Proposal 9/12/24

**GENERAL REPRESENTATION BARGAINING UNIT
 MONTHLY PREMIUMS & COUNTY CONTRIBUTIONS
 FOR CALENDAR YEAR 2025**

County contribution based on 95.90.90
 of the 3rd lowest cost HMO (excluding Kaiser) - 2025 Premiums

2025 MONTHLY COUNTY CONTRIBUTIONS		
	PEMHCA	FHA
EE	158.00	953.66
EE + 1	158.00	1,948.31
EE + 2	158.00	2,580.20

Monthly Premium	County TOTAL* Contribution	MONTHLY CONTRIBUTIONS AVAILABLE FOR MEDICAL PREMIUMS			EE MONTHLY COSTS			EE PAY PERIOD COST
		= PEMHCA Contribution	+ FHA Contribution	EE Cost For Plan	EE Cost Admin	Total EE Cost		
						0.24% of premium		

BLUE SHIELD ACCESS+ HMO (Palo Alto Medical Foundation and Dignity Health Medical Network)

EE	1,170.17	1,111.66	158.00	953.66	58.51	2.81	61.32	30.66
EE + 1	2,340.34	2,106.31	158.00	1,948.31	234.03	5.62	239.65	119.83
EE + 2	3,042.44	2,738.20	158.00	2,580.20	304.24	7.30	311.54	155.77

BLUE SHIELD TRIO HMO (Dignity Health Medical Network)

EE	1,134.79	1,111.66	158.00	953.66	23.13	2.72	25.85	12.93
EE + 1	2,269.58	2,106.31	158.00	1,948.31	163.27	5.45	168.72	84.36
EE + 2	2,950.45	2,738.20	158.00	2,580.20	212.25	7.08	219.33	109.67

ANTHEM HMO SELECT (Dignity Health Medical Network)

EE	1,256.65	1,111.66	158.00	953.66	144.99	3.02	148.01	74.01
EE + 1	2,513.30	2,106.31	158.00	1,948.31	406.99	6.03	413.02	206.51
EE + 2	3,267.29	2,738.20	158.00	2,580.20	529.09	7.84	536.93	268.47

ANTHEM HMO TRADITIONAL (Palo Alto Medical Foundation and Dignity Health Medical Network)

EE	1,500.40	1,111.66	158.00	953.66	388.74	3.60	392.34	196.17
EE + 1	3,000.80	2,106.31	158.00	1,948.31	894.49	7.20	901.69	450.85
EE + 2	3,901.04	2,738.20	158.00	2,580.20	1,162.84	9.36	1,172.20	586.10

UNITEDHEALTHCARE SIGNATUREVALUE ALLIANCE HMO (Palo Alto Medical Foundation)

EE	1,184.58	1,111.66	158.00	953.66	72.92	2.84	75.76	37.88
EE + 1	2,369.16	2,106.31	158.00	1,948.31	262.85	5.69	268.54	134.27
EE + 2	3,079.91	2,738.20	158.00	2,580.20	341.71	7.39	349.10	174.55

UNITEDHEALTHCARE SIGNATUREVALUE HARMONY HMO (Dignity Health Medical Network)

EE	1,005.02	1,005.02	158.00	847.02	0.00	2.41	2.41	1.21
EE + 1	2,010.04	2,010.04	158.00	1,852.04	0.00	4.82	4.82	2.41
EE + 2	2,613.05	2,613.05	158.00	2,455.05	0.00	6.27	6.27	3.14

KAISER HMO

EE	1,112.90	1,111.66	158.00	953.66	1.24	2.67	3.91	1.96
EE + 1	2,225.80	2,106.31	158.00	1,948.31	119.49	5.34	124.83	62.42
EE + 2	2,893.54	2,738.20	158.00	2,580.20	155.34	6.94	162.28	81.14

PERS GOLD PPO (not contracted with PAMF, subject to Non-PPO charges)

EE	1,013.70	1,013.70	158.00	855.70	0.00	2.43	2.43	1.22
EE + 1	2,027.40	2,027.40	158.00	1,869.40	0.00	4.87	4.87	2.44
EE + 2	2,635.62	2,635.62	158.00	2,477.62	0.00	6.33	6.33	3.17

PERS PLATINUM PPO

EE	1,476.10	1,111.66	158.00	953.66	364.44	3.54	367.98	183.99
EE + 1	2,952.20	2,106.31	158.00	1,948.31	845.89	7.09	852.98	426.49
EE + 2	3,837.86	2,738.20	158.00	2,580.20	1,099.66	9.21	1,108.87	554.44

PORAC (available to only PORAC Association members)

EE	975.00	975.00	158.00	817.00	0.00	2.34	2.34	1.17
EE + 1	2,218.00	2,106.31	158.00	1,948.31	111.69	5.32	117.01	58.51
EE + 2	2,777.00	2,738.20	158.00	2,580.20	38.80	6.66	45.46	22.73

DELTA PREFERRED OPTION (DPO+) BUY UP OPTION DENTAL COVERAGE

EE AND DEPENDENTS - ONE FULL YEAR OF ENROLLMENT REQUIRED							48.00	24.00
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VISION SERVICE PLAN

EE+1 OR MORE DEPENDENTS -- ONE FULL YEAR OF ENROLLMENT REQUIRED							17.84	8.92
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EE = employee only
 EE+1 = employee plus one dependent
 EE+2 = employee plus two or more dependents.

MONTHLY COUNTY CONTRIBUTION	
RETIREE MEDICAL	
RETIREE	158.00

* Total County Contribution for each enrollment tier is the Minimum Employer Contribution per the Public Employees' Medical and Hospital Care Act (PEMHCA) plus the Flexible Health Allowance (FHA) contribution amount for each corresponding enrollment tier.

County Proposal 9/16/24

County Distrib. @ Table

Date 9/16/24 Time 1:35p

**GENERAL REPRESENTATION BARGAINING UNIT
MONTHLY PREMIUMS & COUNTY CONTRIBUTIONS
FOR CALENDAR YEAR 2025**

County contribution based on 95.90.90
of the second lowest cost 2025 HMO premium

2025 MONTHLY COUNTY CONTRIBUTIONS		
	PEMHCA	FHA
EE	158.00	899.26
EE + 1	158.00	1,845.22
EE + 2	158.00	2,446.19

Monthly Premium	County TOTAL* Contribution	MONTHLY CONTRIBUTIONS AVAILABLE FOR MEDICAL PREMIUMS			EE MONTHLY COSTS			EE PAY PERIOD COST
		PEMHCA Contribution	+	FHA Contribution	EE Cost For Plan	EE Cost Admin	Total EE Cost	
						0.24% of premium		

BLUE SHIELD ACCESS+ HMO (Palo Alto Medical Foundation and Dignity Health Medical Network)

EE	1,170.17	1,057.26	158.00	899.26	112.91	2.81	115.72	57.86
EE + 1	2,340.34	2,003.22	158.00	1,845.22	337.12	5.62	342.74	171.37
EE + 2	3,042.44	2,604.19	158.00	2,446.19	438.25	7.30	445.55	222.78

BLUE SHIELD TRIO HMO (Dignity Health Medical Network)

EE	1,134.79	1,057.26	158.00	899.26	77.53	2.72	80.25	40.13
EE + 1	2,269.58	2,003.22	158.00	1,845.22	266.36	5.45	271.81	135.91
EE + 2	2,950.45	2,604.19	158.00	2,446.19	346.26	7.08	353.34	176.67

ANTHEM HMO SELECT (Dignity Health Medical Network)

EE	1,256.65	1,057.26	158.00	899.26	199.39	3.02	202.41	101.21
EE + 1	2,513.30	2,003.22	158.00	1,845.22	510.08	6.03	516.11	258.06
EE + 2	3,267.29	2,604.19	158.00	2,446.19	663.10	7.84	670.94	335.47

ANTHEM HMO TRADITIONAL (Palo Alto Medical Foundation and Dignity Health Medical Network)

EE	1,500.40	1,057.26	158.00	899.26	443.14	3.60	446.74	223.37
EE + 1	3,000.80	2,003.22	158.00	1,845.22	997.58	7.20	1,004.78	502.39
EE + 2	3,901.04	2,604.19	158.00	2,446.19	1,296.85	9.36	1,306.21	653.11

UNITEDHEALTHCARE SIGNATUREVALUE ALLIANCE HMO (Palo Alto Medical Foundation)

EE	1,184.58	1,057.26	158.00	899.26	127.32	2.84	130.16	65.08
EE + 1	2,369.16	2,003.22	158.00	1,845.22	365.94	5.69	371.63	185.82
EE + 2	3,079.91	2,604.19	158.00	2,446.19	475.72	7.39	483.11	241.56

UNITEDHEALTHCARE SIGNATUREVALUE HARMONY HMO (Dignity Health Medical Network)

EE	1,005.02	1,005.02	158.00	847.02	0.00	2.41	2.41	1.21
EE + 1	2,010.04	2,003.22	158.00	1,845.22	6.82	4.82	11.64	5.82
EE + 2	2,613.05	2,604.19	158.00	2,446.19	8.86	6.27	15.13	7.57

KAISER HMO

EE	1,112.90	1,057.26	158.00	899.26	55.64	2.67	58.31	29.16
EE + 1	2,225.80	2,003.22	158.00	1,845.22	222.58	5.34	227.92	113.96
EE + 2	2,893.54	2,604.19	158.00	2,446.19	289.35	6.94	296.29	148.15

PERS GOLD PPO (not contracted with PAMF, subject to Non-PPO charges)

EE	1,013.70	1,013.70	158.00	855.70	0.00	2.43	2.43	1.22
EE + 1	2,027.40	2,003.22	158.00	1,845.22	24.18	4.87	29.05	14.53
EE + 2	2,635.62	2,604.19	158.00	2,446.19	31.43	6.33	37.76	18.88

PERS PLATINUM PPO

EE	1,476.10	1,057.26	158.00	899.26	418.84	3.54	422.38	211.19
EE + 1	2,952.20	2,003.22	158.00	1,845.22	948.98	7.09	956.07	478.04
EE + 2	3,837.86	2,604.19	158.00	2,446.19	1,233.67	9.21	1,242.88	621.44

PORAC (available to only PORAC Association members)

EE	975.00	975.00	158.00	817.00	0.00	2.34	2.34	1.17
EE + 1	2,218.00	2,003.22	158.00	1,845.22	214.78	5.32	220.10	110.05
EE + 2	2,777.00	2,604.19	158.00	2,446.19	172.81	6.66	179.47	89.74

DELTA PREFERRED OPTION (DPO+) BUY UP OPTION DENTAL COVERAGE

EE AND DEPENDENTS - ONE FULL YEAR OF ENROLLMENT REQUIRED							48.00	24.00
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VISION SERVICE PLAN

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MONTHLY COUNTY CONTRIBUTION	
RETIREE MEDICAL	
RETIREE	158.00

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