

Eden II Programs
Health Insurance Plan: Employee and Employer Contributions
Plan Year: July 1, 2018- June 30, 2019

		Employee earns < \$24,000				Employee earns \$24,000.01 - \$30,000				Employee earns \$30,000.01 - \$45,000				Employee earns > \$45,000			
		Employee Cost			Employer Cost Per Month	Employee Cost			Employer Cost Per Month	Employee Cost			Employer Cost Per Month	Employee Cost			Employer Cost Per Month
		Deduction per Paycheck	Monthly Amount	Percent of Premium		Deduction per Paycheck	Monthly Amount	Percent of Premium		Deduction per Paycheck	Monthly Amount	Percent of Premium		Deduction per Paycheck	Monthly Amount	Percent of Premium	
Single																	
Low Plan	781.58	31.38	67.98	8.7%	713.60	51.95	112.51	14.4%	669.07	62.05	134.39	17.2%	647.19	72.51	157.05	20.1%	624.53
High Plan	879.28	84.41	182.83	20.8%	696.45	113.22	245.24	27.9%	634.04	127.43	276.01	31.4%	603.27	142.04	307.65	35.0%	571.63
Employee +1																	
Low Plan	1,501.64	63.76	138.11	9.2%	1,363.53	107.43	232.68	15.5%	1,268.96	138.61	300.24	20.0%	1,201.40	160.79	348.27	23.2%	1,153.37
High Plan	1,689.35	234.69	508.34	30.1%	1,181.01	262.76	569.14	33.7%	1,120.21	276.01	597.85	35.4%	1,091.50	290.05	628.24	37.2%	1,061.11
Family																	
Low Plan	2,469.50	100.30	217.25	8.8%	2,252.25	167.55	362.90	14.7%	2,106.60	233.65	506.09	20.5%	1,963.41	266.71	577.69	23.4%	1,891.81
High Plan	2,778.19	506.49	1097.05	39.5%	1,681.14	506.49	1097.05	39.5%	1,681.14	506.49	1097.05	39.5%	1,681.14	506.49	1097.05	39.5%	1,681.14

Dental Rates	Per Paycheck	Per Month*	Vision Rates	Per Paycheck	Per Month
Single	\$4.00	\$8.67	Single	\$2.69	\$5.83
Emp + 1	\$8.00	\$17.33	Emp.+ 1	\$4.84	\$10.49
Family	\$10.00	\$21.67	Family	\$7.53	\$16.32

* Monthly dental rate for employee share is NOT COBRA dental rate; see HR for COBRA dental rate

Monthly COBRA rate for medical is full cost of plan +2%

Eden II's health insurance plan is believed to be a "grandfathered plan" under ACA.

See employee benefits website or HR office for more information (www.eden2employeebenefits.org)