

2020 Employee Benefits Renewal (Per Pay Period (24 Pay Periods))

	2019	2020 - Triple Option		
			Variance	%
Health Insurance				
Cigna 1000 (Choice)		Cigna 1500 (Choice)*		
Employee only	59.71	65.50	5.79	9.7%
Employee & spouse	126.90	139.50	12.60	9.9%
Employee & children	103.78	118.50	14.72	14.2%
Employee & family	173.87	202.50	28.63	16.5%
Cigna 3500 (Base)		Cigna 3500 (Base)*		
Employee only	46.22	49.00	2.78	6.0%
Employee & spouse	99.06	104.50	5.44	5.5%
Employee & children	80.88	87.00	6.12	7.6%
Employee & family	136.00	152.50	16.50	12.1%
Cigna HDHP **				
Employee only		22.50		
Employee & spouse		64.00		
Employee & children		56.50		
Employee & family		98.50		

* Cigna plan includes Healthiest You telehealth program.

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** HDHP includes a PCCLD Health Savings Account Contribution of \$100 per calendar quarter per enrolled employee.

Dental	2019	2020
	MET LIFE	MET LIFE
Employee only	3.44	3.36
Employee & spouse	7.76	7.58
Employee & children	8.47	8.27
Employee & family	14.42	14.08

	Alpha Discount Plan	Alpha Discount Plan
Employee only	1.06	1.06
Employee & spouse	2.18	2.18
Employee & children	3.08	3.08
Employee & family	3.76	3.76

Vision	Eye-Med	Eye-Med
Employee only	0.45	0.45
Employee & spouse	0.95	0.95
Employee & children	1.01	1.01
Employee & family	1.53	1.53

Full Cost of 2020 Employee Benefits: \$742,595 (PCCLD Portion is approximately 80% of total = \$578,717)