

Medical Health Plans

As a CASA employee, you may enroll in either the Modified 320 Personal Choice or the 20/30/70% Personal Choice plan. First time CASA employees can only elect the Modified 320 Personal Choice. Both Personal Choice plans have a bi-weekly premium in which the cost depends on which plan is chosen, annual salary, and if dependents will be added. Medical plans summaries are available at https://www.ibx.com/sdp/medical_plans/.

For employees who begin working by the 15th calendar day of the month, medical coverage becomes effective on the 1st day of the following month. For employees who begin working after the 15th calendar day of the month, coverage becomes effective on the 1st day of the next succeeding month.

Spousal Surcharge

CASA employees who cover a spouse or life partner on their medical coverage incur a \$40**** per pay surcharge if your spouse or life partner is eligible for medical coverage through his/her employer. The surcharge is waived if you sign an attestation on the reverse side of the medical insurance application certifying your spouse is either **not** eligible for medical coverage through his/her own employer or your spouse is also a SDP employee. You are obligated to notify the Benefits Office if eligibility for your spouse or life partner changes.

| Tier Level | Modified PC 320 Payroll contribution for employees with annual salaries less than \$60,000 | PC 20/30/70% Payroll contribution for employees with annual salaries less than \$60,000 | Modified PC 320 Payroll contribution for employees with annual salaries \$60,000 or more | PC 20/30/70% Payroll contribution for employees with annual salaries \$60,000 or more |
|--|--|---|--|---|
| Single | \$12.32 | \$46.52 | \$19.70 | \$53.90 |
| Employee & Child | \$17.24 | \$65.12 | \$27.59 | \$75.47 |
| Employee & Children | \$22.17 | \$83.73 | \$35.47 | \$97.03 |
| Employee & Spouse or Life Partner | \$24.63 | \$93.03 | \$39.41 | \$107.81 |
| Employee & Spouse or Life Partner Surcharge (\$40 per pay) **** | \$64.63 | \$133.03 | \$79.41 | \$147.81 |
| Family | \$36.95 | \$139.55 | \$59.11 | \$161.71 |
| Family with Spouse or Life Partner Surcharge (\$40 per pay) **** | \$76.95 | \$179.55 | \$99.11 | \$201.71 |

**** Per the CASA collective bargaining agreement, the spousal/life partner surcharge will increase from \$40 per pay to \$75 per pay effective September 1, 2018