

# County's Proposal Shifts Health Care Costs to Workers:

## Paycheck Impact: How will the shift affect you?

Kaiser HMO	2009 Current Rate	2010 Rate	2010 paycheck impact	2011 Rate (Projected*)	Projected 2-year paycheck impact
Employee Only	\$ 448.77	\$ 490.71	-\$41.94	\$ 563.27	-\$ 114.50
Employee + 1	\$ 897.54	\$ 981.42	-\$83.88	\$ 1,126.53	-\$ 228.99
Employee + 2	\$1,041.15	\$1,138.45	-\$97.30	\$ 1,306.78	-\$ 265.63

Cigna HMO	2009 Current Rate	2010 Rate	2010 paycheck impact	2011 Rate (Projected*)	Projected 2-year paycheck impact
Employee Only	\$334.14	\$408.30	-\$ 74.16	\$ 457.81	-\$ 123.67
Employee + 1	\$669.40	\$817.96	-\$148.56	\$ 917.47	-\$ 248.07
Employee + 2	\$770.19	\$941.12	-\$170.95	\$ 1,055.72	-\$ 285.53

Cigna POS	2009 Current Rate	2010 Rate	2010 paycheck impact	2011 Rate (Projected*)	Projected 2-year paycheck impact
Employee Only	\$ 599.57	\$ 732.63	-\$133.06	\$ 847.40	-\$ 247.83
Employee + 1	\$1,069.30	\$1,306.61	-\$237.31	\$ 1,489.17	-\$ 419.87
Employee + 2	\$1,121.52	\$1,370.42	-\$248.90	\$ 1,536.75	-\$ 415.23

CAPE Blue Shield Classic Plan	2009 Current Rate	2010 Rate	2010 paycheck impact	2011 Rate (Projected*)	Projected 2-year paycheck impact
Employee Only	\$564.90	\$ 607.00	-\$ 42.10	\$ 701.07	-\$ 136.17
Employee + 1	\$1,101.03	\$1,182.00	-\$ 80.97	\$ 1,350.63	-\$ 249.60
Employee + 2	\$1,418.06	\$1,407.00	(\$11.06)	\$ 1,554.60	-\$ 136.54

CAPE Blue Shield Lite Plan	2009 Current Rate	2010 Rate	2010 paycheck impact	2011 Rate (Projected*)	Projected 2-year paycheck impact
Employee Only	\$335.72	\$363.00	-\$27.28	\$ 395.32	-\$ 59.60
Employee + 1	\$703.99	\$755.00	-\$51.01	\$ 825.56	-\$ 121.57
Employee + 2	\$910.68	\$950.00	-\$39.32	\$ 1,022.78	-\$ 112.10

\* based on average annual increases since 2002.