

Encore!

OPTIMIZE YOUR *benefits*

2021 Summary of Monthly Insurance Premiums

Optima Health

POS PLAN	City Pays	Employee Pays
Employee	\$ 529.61	\$ 83.66
Employee + 1 Child	\$ 861.69	\$ 133.96
Employee + Spouse	\$ 1,114.82	\$ 182.75
Family	\$ 1,493.78	\$ 223.36

EQUITY HDHP (POS)	City Pays	Employee Pays	City Contribution to HSA
Employee	\$ 527.54	\$ 0	\$ 38.00
Employee + 1 Child	\$ 836.47	\$ 20.00	\$ 65.00
Employee + Spouse	\$ 1,076.19	\$ 40.00	\$ 78.00
Family	\$ 1,417.11	\$ 60.00	\$112.00

Delta Dental

PPO + Premier	City Pays	Employee Pays
Employee	\$21.42	\$ 8.28
Employee + 1	\$38.92	\$15.52
Family	\$66.91	\$25.87

VSP

Vision	City Pays	Employee Pays
Employee	\$1.00	\$ 8.00
Employee + 1	\$2.00	\$13.00
Family	\$2.00	\$23.00

Fitness Centers for Active Full-Time Employees (1/1/21 rates)

YMCA	Employee Pays
Employee/Spouse Only	\$30.00
Both Employee + Spouse	\$50.00
Employee + Children	\$53.00
Family (Employee, Spouse and Child(ren))	\$58.00
One Life Fitness	Employee Pays
Employee/Spouse Only	\$25.00
Both Employee + Spouse	\$50.00
Employee + Child	\$50.00
Employee + Spouse + Child	\$75.00
Employee + Spouse + Children	\$89.00
Riverside Wellness & Fitness Center	Employee Pays
Employee/ Spouse Only	\$28.00
Employee + Spouse	\$56.00
Employee + Child (child under age 18)	\$51.00
Family	\$28.00 per Adult and \$23.00 per Child

2021 Summary of STD and LTD

SHORT TERM DISABILITY (STD)

- Employee purchase coverage: 60%
- Benefit Waiting Period: 14 days
- Maximum Benefit Period: 90 days then to LTD

LONG TERM DISABILITY (LTD)

- City provided core coverage: 40%
- Employee buy up: 10%
- Benefit Waiting Period: After 90 days

*VRS Hybrid employees are already enrolled with The Standard - no action needed on their part

For more information on Short-Term and Long-Term Disability benefits and cost, please contact the Department of Human Resources Benefits Division at 757-926-1850 or by email at hrbenefits@nva.gov.