

MARIN COUNTY OFFICE OF EDUCATION

CERTIFICATED ADMINISTRATIVE/SUPPORT STAFF

HEALTH, DENTAL AND VISION INSURANCE PLANS AVAILABLE

2023/2024

Effective October 1, 2023 - September 30, 2024

HEALTH

Plans	Monthly Rates	MCOE Pays	Employee Pays
<u>KAISER HMO - TRADITIONAL</u>			
Employee only	\$965.00	\$965.00	\$0.00
Employee and 1 dependent	\$2,064.00	\$1,099.90	\$964.10
Employee and 2 or more dependents	\$2,874.00	\$1,099.90	\$1,774.10
<u>KAISER DHMO - DEDUCTIBLE</u>			
Employee only	\$801.00	\$801.00	\$0.00
Employee and 1 dependent	\$1,714.00	\$1,099.90	\$614.10
Employee and 2 or more dependents	\$2,387.00	\$1,099.90	\$1,287.10
<u>KAISER DHMO - HSA</u>			
Employee only	\$762.00	\$762.00	\$0.00
Employee and 1 dependent	\$1,630.00	\$1,099.90	\$530.10
Employee and 2 or more dependents	\$2,270.00	\$1,099.90	\$1,170.10
<u>ANTHEM BLUE CROSS PPO - 100%</u>			
Employee only	\$1,126.00	\$1,099.90	\$26.10
Employee and 1 dependent	\$2,411.00	\$1,099.90	\$1,311.10
Employee and 2 or more dependents	\$3,366.00	\$1,099.90	\$2,266.10
<u>ANTHEM BLUE CROSS PPO - DEDUCTIBLE</u>			
Employee only	\$921.00	\$921.00	\$0.00
Employee and 1 dependent	\$1,958.00	\$1,099.90	\$858.10
Employee and 2 or more dependents	\$2,729.00	\$1,099.90	\$1,629.10
<u>ANTHEM BLUE CROSS PPO - HSA</u>			
Employee only	\$695.00	\$695.00	\$0.00
Employee and 1 dependent	\$1,466.00	\$1,099.90	\$366.10
Employee and 2 or more dependents	\$2,036.00	\$1,099.90	\$936.10

CAP: \$1,099.90

DENTAL and VISION

Plans	Monthly Rates	MCOE Pays	Employee Pays
<u>DELTA DENTAL</u>			
Employee and dependents	\$134.17	\$134.17	\$0.00
<u>VISION SERVICE PLAN (VSP)</u>			
Employee and dependents	\$20.93	\$20.93	\$0.00

CAP: \$155.10

TOTAL CAP: \$1,255.00 (\$1,099.90 Health, \$155.10 Dental/Vision)

SUMMARY OF BENEFITS

Pursuant to Internal Revenue Code Section 89 (k), all employees and retirees eligible for district paid benefits must be notified regarding available benefits and under what circumstances employees are qualified to receive benefits.

Retired Administrative/Support Staff of the Marin County Office of Education are currently entitled to the following benefits:

Medical, Dental and Vision Benefits:

A choice of six medical benefit plans: Kaiser (Traditional, Deductible, & Health Savings Account), SISC Anthem PPO (100% PPO, Deductible, & Health Savings Account). Also available is coverage through Delta Dental of California and Vision Service Plan.

1. Eligibility: Specific eligibility for these plans is set forth in Government Code 53200-53205.15 and the Marin County Board of Education, Policy #4431 and the 2023-24 Health Benefit Matrix (reverse).
2. Summary Plan Description: The contracts between the Marin County Office of Education and these companies are on file in this office and the benefit booklets are available for review on work days between the hours of 8:00 a.m. and 5:00 p.m.