



2016 FLEXIBLE BENEFITS PROGRAM

PLAN RATES & FLEXIBLE CREDITS

Court Employees

2016 Biweekly Plan Costs

PLAN NAME	BIWEEKLY COST
<u>Medical Plans</u> (composite rate ¹)	
Ventura County Health Care Plan (HMO)	\$352.95
UnitedHealthcare HMO - Network 1	\$607.72
UnitedHealthcare HMO - Network 2	\$770.44
UnitedHealthcare HMO - Network 3	\$891.23
UnitedHealthcare High Deductible Health Plan (PPO)	\$698.52
Opt-Out	\$214.38
<u>Dental Plans</u> (tiered rates ²)	
MetLife Dental PPO	
Employee Only	\$19.40
Employee + 1	\$36.98
Employee + 2 or more	\$55.93
<u>Vision Plan</u>	
MES Vision Plan	\$4.60
<u>Flexible Spending Accounts</u>	
Health Care	<u>Biweekly Deduction</u> Min \$10.00 - Max \$98.07
Dependent Care	Min \$10.00 - Max \$192.30

2016 Biweekly Flexible Credits

Employee Group	Biweekly Flexible Credit
Management & Unrepresented	
Level 1 & 2	\$535.00
Level 3	\$510.00
Level 4	\$485.00
Part-time All Levels	\$426.00
CJAAVC	
Full-time	\$400.00
Part-time	\$351.00
SEIU	
Full-time	\$400.00
Part-time	\$351.00

- Full Time: A regular work schedule of at least 60 hours per biweekly pay period
- Part Time: A regular work schedule of at least 40 hours per biweekly pay period

¹ Composite rate = same rate regardless of number of dependents

² Tiered rate = rates tiered based on number of dependents covered