

Staker and Parson Co.

2012 Health Insurance Rates

CDHP PLAN

Coverage Level	Actual Monthly Rate	Monthly Rate Collected Over 7 Mos	Deductions based on 7 month schedule		
			Office & Operations Hourly Weekly PR Deduction	Salary Semi-Monthly PR Deduction	Yearly Limit
Employee	\$ 80.00	\$ 137 / month	\$ 34.50	\$ 68.50	\$ 960
Employee & Spouse	\$ 175.00	\$ 300 / month	\$ 75.00	\$ 150.00	\$ 2100
Employee & Child	\$ 150.00	\$ 260 / month	\$ 64.30	\$ 128.60	\$ 1800
Family	\$ 245.00	\$ 420 / month	\$ 105.00	\$ 210.00	\$ 2940
Spousal Surcharge	\$ 75.00	\$ 128 / month	\$ 32.00	\$ 64.00	\$ 900

PPO PLAN

Coverage Level	Actual Monthly Rate	Monthly Rate Collected Over 7 Mos	Deductions based on 7 month schedule		
			Office & Operations Hourly Weekly PR Deduction	Salary Semi-Monthly PR Deduction	Yearly Limit
Employee	\$ 105.00	\$ 180 / month	\$ 45.00	\$ 90.00	\$ 1260
Employee & Spouse	\$ 230.00	\$ 394 / month	\$ 98.50	\$ 197.00	\$ 2760
Employee & Child	\$ 200.00	\$ 342 / month	\$ 85.70	\$ 171.40	\$ 2400
Family	\$ 325.00	\$ 557 / month	\$ 139.00	\$ 278.50	\$ 3900
Spousal Surcharge	\$ 75.00	\$ 128 / month	\$ 32.00	\$ 64.00	\$ 900

7 Month premium deduction from paycheck: May 1st to November 30th. Employee and their families are covered for the **entire** calendar year as long as premiums have been paid in full through November 30th. *Open Enrollment and Life Event Changes are the only times when you may cancel coverage or remove dependents.*

If you are subject to a reduction in force prior to November 30th, please contact the HR Dept. to arrange to pay the balance of the premium due by November 30, or coverage will be cancelled as of the end of the month of your last day worked. If employee quits or is discharged, then the coverage ends the last day of the month of the last day worked.

To opt out of the Spousal Surcharge you must sign and complete an "Affidavit To Waive Spousal Surcharge" annually. This may only be done during open enrollment or for a qualified status event.

For salary, hourly office and operational employees, who work ALL 12-months of the year, there is a **12-month payment plan available**. You must complete this form annually . To sign up for this option, please contact the HR department . Please note, all employees are subject to the same annual limit.