

# Medical plan costs for faculty and staff at UC Davis, UC Davis Health and Agriculture and Natural Resources (ANR)



## IMPORTANT NOTE ABOUT YOUR MEDICAL PLAN COSTS

Premium contributions below apply to UC Davis and ANR faculty and staff only, and differ from the rates for faculty and staff systemwide shown in the Open Enrollment brochure and on UCnet. Due to last year's termination of Western Health Advantage, UC Davis will continue subsidizing premium contributions for the UC Blue & Gold plan to match contributions for Kaiser Permanente for 2021, maintaining affordability for employees.

If you are in a union with a collective bargaining agreement, changes in your contributions are subject to collective bargaining. If your collective bargaining agreement is expired, rates for existing benefit plans will remain unchanged until

new rates are agreed to in negotiations or become effective in accordance with the requirements of HEERA. If you make changes to your plan choices and coverage levels during Open Enrollment, you will be charged the applicable employee contribution rate for the new plan for your bargaining unit.

UC's premium changes for faculty and staff are moderate again this year. Changes to UC Davis and ANR employee contributions range from \$0 to less than \$6 per month.

Below are the 2021 monthly UC Davis and ANR employee costs for medical plan premiums based on your full-time salary rate as of Jan. 1, 2020.

### FOR THOSE WITH FULL-TIME SALARY RATE OF \$59,000 OR LESS

| PLAN                         | Self     | Self plus child(ren) | Self plus adult | Self plus adult and child(ren) |
|------------------------------|----------|----------------------|-----------------|--------------------------------|
| UC Care (PPO)                | \$141.74 | \$255.13             | \$358.26        | \$471.65                       |
| UC Blue & Gold HMO           | \$24.97  | \$44.95              | \$54.69         | \$74.64                        |
| Kaiser Permanente – CA (HMO) | \$24.97  | \$44.95              | \$54.69         | \$74.64                        |
| UC Health Savings Plan (PPO) | \$22.97  | \$41.35              | \$50.31         | \$68.66                        |
| CORE                         | \$0.00   | \$0.00               | \$0.00          | \$0.00                         |

### FOR THOSE WITH FULL-TIME SALARY RATE OF \$59,001 TO \$118,000

| PLAN                         | Self     | Self plus child(ren) | Self plus adult | Self plus adult and child(ren) |
|------------------------------|----------|----------------------|-----------------|--------------------------------|
| UC Care (PPO)                | \$179.92 | \$323.85             | \$445.42        | \$589.36                       |
| UC Blue & Gold HMO           | \$63.15  | \$113.67             | \$141.85        | \$192.35                       |
| Kaiser Permanente – CA (HMO) | \$63.15  | \$113.67             | \$141.85        | \$192.35                       |
| UC Health Savings Plan (PPO) | \$61.15  | \$110.07             | \$137.47        | \$186.37                       |
| CORE                         | \$0.00   | \$0.00               | \$0.00          | \$0.00                         |

**FOR THOSE WITH FULL-TIME SALARY RATE OF \$118,001 TO \$176,000**

| PLAN                         | Self     | Self plus child(ren) | Self plus adult | Self plus adult and child(ren) |
|------------------------------|----------|----------------------|-----------------|--------------------------------|
| UC Care (PPO)                | \$219.10 | \$394.37             | \$523.53        | \$698.81                       |
| UC Blue & Gold HMO           | \$102.33 | \$184.19             | \$219.96        | \$301.80                       |
| Kaiser Permanente – CA (HMO) | \$102.33 | \$184.19             | \$219.96        | \$301.80                       |
| UC Health Savings Plan (PPO) | \$100.33 | \$180.59             | \$215.58        | \$295.82                       |
| CORE                         | \$0.00   | \$0.00               | \$0.00          | \$0.00                         |

**FOR THOSE WITH FULL-TIME SALARY RATE OVER \$176,000**

| PLAN                         | Self     | Self plus child(ren) | Self plus adult | Self plus adult and child(ren) |
|------------------------------|----------|----------------------|-----------------|--------------------------------|
| UC Care (PPO)                | \$259.67 | \$467.40             | \$604.46        | \$812.19                       |
| UC Blue & Gold HMO           | \$142.90 | \$257.22             | \$300.89        | \$415.18                       |
| Kaiser Permanente – CA (HMO) | \$142.90 | \$257.22             | \$300.89        | \$415.18                       |
| UC Health Savings Plan (PPO) | \$140.90 | \$253.62             | \$296.51        | \$409.2                        |
| CORE                         | \$0.00   | \$0.00               | \$0.00          | \$0.00                         |

