

MEDICAL PLAN COSTS FOR FACULTY AND STAFF AT UC DAVIS 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 those shown in the Open Enrollment booklets mailed to faculty and staff systemwide. Due to the termination of Western Health Advantage, UC Davis will subsidize premium contributions for the UC Blue & Gold plan to match contributions for Kaiser Permanente and UC Health Savings Plan, 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.

Despite increases in health care costs nationwide, UC's premium changes for faculty and staff are moderate, with some members even seeing decreases. Changes to UC Davis and ANR employee contributions for single coverage across all pay bands range from a decrease of \$18 per month to an increase of \$9 per month.

Below are the 2020 monthly UC Davis and ANR employee costs for medical plan premiums based on your full-time salary rate as of Jan. 1, 2019.

FOR THOSE WITH FULL-TIME SALARY RATE OF \$58,000 OR LESS

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

FOR THOSE WITH FULL-TIME SALARY RATE OF \$58,001 TO \$114,000

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

FOR THOSE WITH FULL-TIME SALARY RATE OF \$114,001 TO \$171,000

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

FOR THOSE WITH FULL-TIME SALARY RATE OF OVER \$171,000

| PLAN | Self | Self plus child(ren) | Self plus adult | Self plus adult and child(ren) |
|------------------------------|----------|----------------------|-----------------|--------------------------------|
| CORE | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| UC Blue & Gold HMO | \$140.90 | \$253.62 | \$296.51 | \$409.20 |
| UC Health Savings Plan (PPO) | \$140.90 | \$253.62 | \$296.51 | \$409.20 |
| Kaiser Permanente – CA (HMO) | \$140.90 | \$253.62 | \$296.51 | \$409.20 |
| UC Care (PPO) | \$259.67 | \$467.40 | \$604.46 | \$812.19 |

Choose UC for Your Health Care

All five of UC’s medical centers — UC Davis Health, UCI Health, UCLA Health, UC San Diego Health and UCSF Health — are among the top 10 hospitals in California*. If you live or work near a UC Health facility, you can access UC physicians and hospitals by enrolling in:

- CORE
- UC Blue & Gold HMO
- UC Care
- UC Health Savings Plan

*Based on 2019-2020 US News & World Report ranking of best hospitals in California