

2024 EMPLOYEE BENEFITS PACKAGE

BASIC

30 DAY WAITING PERIOD

Medical Plans

- UMR Select EPO
- UMR Preferred PPO
- UMR Choice PPO

Dental and Vision:

No cost to client. Employee paid.

- If employee makes \$22.97/hour or less, client contribution increases to \$414/month per employee to comply with ACA affordability regulations. Please refer to ACA Cost Guide [HERE](#).
- For employees working in SF, refer to this guide [HERE](#).
- For employees who reside in Hawaii, refer to this guide [HERE](#).

MEDICAL - 50% CLIENT CONTRIBUTION TO EE ONLY LOWEST COST PLAN

SELECT EPO Client Cost EE Monthly EE Weekly

	Client Cost	EE Monthly	EE Weekly
Employee Only	\$250.00	\$250.72	\$57.86
EE + Spouse	\$250.00	\$751.42	\$173.40
EE + Child(ren)	\$250.00	\$726.39	\$167.63
EE + Family	\$250.00	\$1,317.23	\$303.98

PREFERRED PPO Client Cost EE Monthly EE Weekly

	Client Cost	EE Monthly	EE Weekly
Employee Only	\$250.00	\$385.73	\$89.01
EE + Spouse	\$250.00	\$1,021.45	\$235.72
EE + Child(ren) EE	\$250.00	\$989.66	\$228.38
+ Family	\$250.00	\$1,739.83	\$401.50

CHOICE PPO Client Cost EE Monthly EE Weekly

	Client Cost	EE Monthly	EE Weekly
Employee Only	\$250.00	\$283.13	\$65.34
EE + Spouse	\$250.00	\$816.29	\$188.37
EE + Child(ren) EE	\$250.00	\$774.63	\$178.76
+ Family	\$250.00	\$1,418.73	\$327.40

DENTAL - EMPLOYEE PAID

NO COST TO CLIENT

Dental HMO Client Cost EE Monthly EE Weekly

	Client Cost	EE Monthly	EE Weekly
Employee Only	\$0.00	\$11.17	\$2.58
EE + Spouse	\$0.00	\$21.22	\$4.90
EE + Child(ren)	\$0.00	\$23.47	\$5.42
EE + Family	\$0.00	\$31.29	\$7.22

Dental PPO Client Cost EE Monthly EE Weekly

	Client Cost	EE Monthly	EE Weekly
Employee Only	\$0.00	\$39.99	\$9.23
EE + Spouse	\$0.00	\$80.18	\$18.50
EE + Child(ren)	\$0.00	\$97.89	\$22.59
EE + Family	\$0.00	\$143.86	\$33.20

VISION - EMPLOYEE PAID

NO COST TO CLIENT

VSP Vision Client Cost EE Monthly EE Weekly

	Client Cost	EE Monthly	EE Weekly
Employee Only	\$0.00	\$8.25	\$1.90
EE + Spouse	\$0.00	\$14.12	\$3.26
EE + Child(ren)	\$0.00	\$14.40	\$3.32
EE + Family	\$0.00	\$23.24	\$5.36

EE = Employee EE Monthly = Employee Monthly Cost EE Weekly = Employee Weekly Cost