

# 2020 NON UNION

## Tier 1 Non Union (Hired Before 11/01/2009)

### MEDICAL

<b>PPO 4</b>	<b>EE PER PAY</b>
Single	<b>\$28.02</b>
2 Person	<b>\$67.26</b>
2 Person Spouse	<b>\$77.26</b>
Family	<b>\$84.07</b>
Fam w/ spouse	<b>\$94.07</b>
<b>PPO 6</b>	<b>EE PER PAY</b>
Single	<b>\$38.38</b>
2 Person	<b>\$92.11</b>
2 Person Spouse	<b>\$102.11</b>
Family	<b>\$115.14</b>
Fam w/ spouse	<b>\$125.14</b>

### DENTAL

<b>Dental Rates</b>	<b>EE PER PAY</b>
Single	<b>\$1.62</b>
Two-Person	<b>\$3.25</b>
Family	<b>\$5.68</b>

### VISION

<b>Vision Rates</b>	<b>PER PAY</b>
Single	<b>\$3.42</b>
Two-Person	<b>\$6.49</b>
Family	<b>\$9.54</b>

## Tier 2 Non Union (Hired After 11/01/2009)

### MEDICAL

<b>PPO 4</b>	<b>EE PER PAY</b>
Single	<b>\$56.05</b>
2 Person	<b>\$134.51</b>
2 Person Spouse	<b>\$144.51</b>
Family	<b>\$168.14</b>
Fam w/ spouse	<b>\$178.14</b>
<b>PPO 6</b>	<b>EE PER PAY</b>
Single	<b>\$66.40</b>
2 Person	<b>\$159.37</b>
2 Person Spouse	<b>\$169.37</b>
Family	<b>\$199.21</b>
Fam w/ spouse	<b>\$209.21</b>

### DENTAL

<b>Dental Rates</b>	<b>EE PER PAY</b>
Single	<b>\$3.25</b>
Two-Person	<b>\$6.49</b>
Family	<b>\$11.36</b>

### VISION

<b>Vision Rates</b>	<b>PER PAY</b>
Single	<b>\$3.42</b>
Two-Person	<b>\$6.49</b>
Family	<b>\$9.54</b>

# HIGH DEDUCTIBLE HEALTH PLAN With HSA -Non Union

**MEDICAL - Employee Elects HDHP-  
Employer Drops in Seed Money \$500  
Single/\$1000 Family in H S A Plus an  
additional Match of \$500 Single/\$1000**

## Family

## DENTAL

<u>HDHP (High Ded Health Plan)</u>	EE PER PAY
Single	<b>\$0.00</b>
Family	<b>\$0.00</b>

Dental Rates	EE PER PAY
Single	<b>\$3.25</b>
Two-Person	<b>\$6.49</b>
Family	<b>\$11.36</b>

Health Savings Account	
<b>Employer Seed Money \$500 Single/\$1000 Family</b>	<b>Deposit 01/01/2020</b>
Single - Optional Employer will Match an additional Amount up to \$500	<b>EE Elects \$19.23 per pay</b>
Family - Optional Employer will Match an additional Amount up to \$1000 Family	<b>EE Elects \$38.46 per pay</b>

VISION	
Vision Rates	PER PAY
Single	<b>\$3.42</b>
Two-Person	<b>\$6.49</b>
Family	<b>\$9.54</b>

Optional EE Contributions	
Single	$\$3,500.00 - \$500.00(\text{seed money}) = \$3,000.00$ ; Minus \$500.00 Employer - \$500.00 Employee (match \$19.23 per pay) = \$2,000; $\$2,000/26 \text{ pays} = \mathbf{\$76.92}$ (Maximum allowed additional deduction) Total deduction amount allowed $\$76.92 + 19.23 = \mathbf{\$96.15}$
Family	$\$7,000.00 - \$1000.00(\text{seed money}) = \$6,000.00$ ; Minus \$1000.00 Employer - \$1000.00 Employee (match \$38.46 per pay) = \$4,000.00; $\$4,000.00/26 \text{ pays} = \mathbf{\$153.85}$ (Maximum additional deduction). Total deduction amount allowed $\$153.85 + \$38.46 = \mathbf{\$192.31}$

<b>Tier</b>	<b>IRS Maximum Total Contribution Amount Allowed</b>	<b>Funding Provided By Employer (Livingston County)</b>	<b>Match Provided By Employer (Livingston County)</b>	<b>Maximum Individual Contribution Allowed After Livingston County Contribution</b>
Single	\$3,550	\$500	\$500	\$2,550*
2 Person	\$7,100	\$1,000	\$1,000	\$5,100*
Family	\$7,100	\$1,000	\$1,000	\$5,100*

\*Please note an additional \$1,000 in catch-up contributions can be made if you are age 55 or older

**Click here for more details** [Comparison Tool](#)