

**Operating Engineers Public & Miscellaneous Employees Health and Welfare Trust Fund**

**Approved Employer Contribution Rates Effective January 1, 2021**

	Effective January 1, 2020							Effective January 1, 2021							Percentage Change						
	Plan A	Plan B	Plan C	Plan D	Kaiser A	Kaiser B	Kaiser Plan A+	Plan A	Plan B	Plan C	Plan D	Kaiser A	Kaiser B	Kaiser Plan A+	Plan A	Plan B	Plan C	Plan D	Kaiser A	Kaiser B	Kaiser Plan A+
<b>Full Benefits</b>																					
<b>Single</b>	\$748	\$731	\$682	\$663	\$854	\$902	\$729	<b>\$889</b>	<b>\$867</b>	<b>\$808</b>	<b>\$786</b>	<b>\$902</b>	<b>\$952</b>	<b>\$769</b>	19%	19%	19%	19%	6%	5%	6%
<b>Two-Party</b>	1,497	1,461	1,364	1,327	1,708	1,805	1,459	<b>1,777</b>	<b>1,735</b>	<b>1,617</b>	<b>1,572</b>	<b>1,803</b>	<b>1,904</b>	<b>1,539</b>	19%	19%	19%	19%	6%	5%	6%
<b>Family</b>	2,021	1,973	1,841	1,791	2,228	2,353	1,910	<b>2,400</b>	<b>2,342</b>	<b>2,183</b>	<b>2,123</b>	<b>2,352</b>	<b>2,483</b>	<b>2,016</b>	19%	19%	19%	19%	6%	6%	6%
<b>Medical &amp; Rx</b>																					
<b>Single</b>	\$681	\$663	\$614	\$596	\$794	\$842	\$669	<b>\$821</b>	<b>\$799</b>	<b>\$741</b>	<b>\$718</b>	<b>\$834</b>	<b>\$884</b>	<b>\$701</b>	21%	21%	21%	20%	5%	5%	5%
<b>Two-Party</b>	1,361	1,326	1,228	1,191	1,589	1,685	1,339	<b>1,641</b>	<b>1,599</b>	<b>1,481</b>	<b>1,436</b>	<b>1,667</b>	<b>1,768</b>	<b>1,403</b>	21%	21%	21%	21%	5%	5%	5%
<b>Family</b>	1,838	1,790	1,658	1,608	2,067	2,192	1,749	<b>2,216</b>	<b>2,158</b>	<b>1,999</b>	<b>1,939</b>	<b>2,168</b>	<b>2,299</b>	<b>1,832</b>	21%	21%	21%	21%	5%	5%	5%
<b>Vision</b>																					
<b>Single</b>	\$8	\$8	\$8	\$8	\$8	\$8	\$8	<b>\$8</b>	<b>\$8</b>	<b>\$8</b>	<b>\$8</b>	<b>\$8</b>	<b>\$8</b>	<b>\$8</b>	0%	0%	0%	0%	0%	0%	0%
<b>Two-Party</b>	16	16	16	16	16	16	16	<b>16</b>	<b>16</b>	<b>16</b>	<b>16</b>	<b>16</b>	<b>16</b>	<b>16</b>	0%	0%	0%	0%	0%	0%	0%
<b>Family</b>	22	22	22	22	22	22	22	<b>22</b>	<b>22</b>	<b>22</b>	<b>22</b>	<b>22</b>	<b>22</b>	<b>22</b>	0%	0%	0%	0%	0%	0%	0%
<b>Dental</b>																					
<b>Single</b>	\$68	\$68	\$68	\$68	\$68	\$68	\$68	<b>\$69</b>	<b>\$69</b>	<b>\$69</b>	<b>\$69</b>	<b>\$69</b>	<b>\$69</b>	<b>\$69</b>	1%	1%	1%	1%	1%	1%	1%
<b>Two-Party</b>	135	135	135	135	135	135	135	<b>138</b>	<b>138</b>	<b>138</b>	<b>138</b>	<b>138</b>	<b>138</b>	<b>138</b>	2%	2%	2%	2%	2%	2%	2%
<b>Family</b>	183	183	183	183	183	183	183	<b>186</b>	<b>186</b>	<b>186</b>	<b>186</b>	<b>186</b>	<b>186</b>	<b>186</b>	2%	2%	2%	2%	2%	2%	2%

- (1) Full Benefits include medical, prescription drug, dental, vision, and operating expenses.
- (2) Standard Life/ AD&D benefits are included in the medical plan.
- (3) 2021 ACA Comparative Research fee is included.

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	Non-Medicare Retirees							Medicare Retirees						
	Plan A	Plan B	Plan C	Plan D	Kaiser A	Kaiser B	Kaiser Plan A+	Plan A	Plan B	Plan C	Plan D	Kaiser A	Kaiser B	Kaiser Plan A+
<b><u>Full Benefits</u></b> <sup>(1)</sup>														
Single	\$889	\$867	\$808	\$786	\$902	\$952	\$757	\$889	\$867	\$808	\$786	\$449	\$432	\$348
Two-Party	1,777	1,735	1,617	1,572	1,803	1,904	\$1,514	1,777	1,735	1,617	1,572	899	864	695
Family	2,400	2,342	2,183	2,123	2,352	2,483	\$1,977	2,400	2,342	2,183	2,123	1,324	1,271	1,019
<b><u>Medical &amp; Rx</u></b>														
Single	\$821	\$799	\$741	\$718	\$834	\$884	\$689	\$821	\$799	\$741	\$718	\$381	\$364	\$280
Two-Party	1,641	1,599	1,481	1,436	1,667	1,768	\$1,378	1,641	1,599	1,481	1,436	763	728	559
Family	2,216	2,158	1,999	1,939	2,168	2,299	\$1,793	2,216	2,158	1,999	1,939	1,140	1,088	835
<b><u>Vision</u></b>														
Single	\$8	\$8	\$8	\$8	\$8	\$8	\$8	\$8	\$8	\$8	\$8	\$8	\$8	\$8
Two-Party	16	16	16	16	16	16	16	16	16	16	16	16	16	\$16
Family	22	22	22	22	22	22	22	22	22	22	22	22	22	\$22
<b><u>Dental</u></b>														
Single	\$69	\$69	\$69	\$69	\$69	\$69	\$69	\$69	\$69	\$69	\$69	\$69	\$69	\$69
Two-Party	138	138	138	138	138	138	138	138	138	138	138	138	138	\$138
Family	186	186	186	186	186	186	186	186	186	186	186	186	186	\$186

(1) Full Benefits include medical, prescription drug, dental, vision, and operating expenses.

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<b>ARP benefits for contracts where there is an additional charge for ARP and/ or Burial Expense:</b>	
(Add as administratively appropriate)	
<b>ARP Benefits</b>	<b>\$1</b>
<b>Burial Expense</b>	<b>\$1</b>

<b>Orthodontic Benefit (rate per employee)</b>	
<b>Orthodontic (Children Only)</b>	<b>\$10</b>
<b>Orthodontic (Family)</b>	<b>\$12</b>

<b>Additional Life/ AD&amp;D Benefits</b>	
<b>\$25,000</b>	<b>\$6</b>
<b>\$50,000</b>	<b>\$11.25</b>