

[Health Plan Monthly Rates]

Catholic Diocese of Cleveland

HEALTH CARE PLANS - MONTHLY RATES - EFFECTIVE JULY 1, 2021

| | MMO PPO/HSA | MMO PPO | SKY CARE EPO | MMO MEDFLEX EPO | STANDARD DENTAL ₁ | PPO DENTAL ₁ | HIGH OPTION PPO DENTAL ₂ | VSP |
|--|--|------------|--------------------|-----------------------|---------------------------------|----------------------------|--|------------------|
| Total Plan Cost (Normal part-time employee rate) | | | | | | | | |
| Single - no incentive | \$522 | \$776 | \$659 | \$698 | \$27 | \$27 | \$42 | \$9 |
| - one incentive | \$507 | \$761 | \$644 | \$683 | N/A ₄ | N/A ₄ | N/A ₄ | N/A ₄ |
| - two incentives | \$492 | \$746 | \$629 | \$668 | N/A ₄ | N/A ₄ | N/A ₄ | N/A ₄ |
| Family - no incentive | \$1,331 | \$2,102 | \$1,779 | \$1,884 | \$53 | \$53 | \$82 | \$24 |
| - one incentive | \$1,301 | \$2,072 | \$1,749 | \$1,854 | N/A ₄ | N/A ₄ | N/A ₄ | N/A ₄ |
| - two incentives | \$1,271 | \$2,042 | \$1,719 | \$1,824 | N/A ₄ | N/A ₄ | N/A ₄ | N/A ₄ |
| MedAdvantage (Medicare) | N/A | \$187.57 | N/A | N/A | \$27 ₅ | \$27 ₅ | \$42 ₅ | \$9 |
| Normal Employee Cost - No Incentive | | | | | | | | |
| Single | \$55 | \$185 | \$152 | \$162 | \$0 | \$0 | \$15 | \$9 |
| Family | \$209 | \$677 | \$559 | \$593 | \$0 | \$0 | \$29 | \$24 |
| Normal Employee Cost - One Incentive | | | | | | | | |
| Single | \$40 | \$170 | \$137 | \$147 | N/A ₄ | N/A ₄ | N/A ₄ | N/A ₄ |
| Family | \$179 | \$647 | \$529 | \$563 | N/A ₄ | N/A ₄ | N/A ₄ | N/A ₄ |
| Normal Employee Cost - Two Incentives | | | | | | | | |
| Single | \$25 | \$155 | \$122 | \$132 | N/A ₄ | N/A ₄ | N/A ₄ | N/A ₄ |
| Family | \$149 | \$617 | \$499 | \$533 | N/A ₄ | N/A ₄ | N/A ₄ | N/A ₄ |
| Employer Cost - All Incentives ₃ | | | | | | | | |
| Single | \$467 | \$591 | \$507 | \$536 | \$27 | \$27 | \$27 | \$0 |
| Family | \$1,122 | \$1,425 | \$1,220 | \$1,291 | \$53 | \$53 | \$53 | \$0 |
| | A spousal surcharge, where applicable, adds \$650 per month to the family plan premiums stated in the table. | | | | | | | |

¹ Rate paid by employer for participant not selecting a medical plan. PPO and EPO rates include choice of Standard or PPO Dental.

² Employees covered with a medical plan pay the difference in cost for the High Option PPO Dental.

³ Employer cost stays the same regardless of the incentives earned by the employee.

⁴ Incentives do not apply to dental or vision coverage only.

⁵ Participants in the MedAdvantage Plan pay the entire cost for dental.