

## 2021 Plans – Rates and Limits

For Retiree Healthcare Plan Rates and Contributions

Healthcare Plans – Pretax Per-Pay-Period Rates			
Plan Option	Employee	Employee + One	Family
Core Medical	\$ 57.69	\$115.38	\$173.08
High Deductible Medical	\$ 17.08	\$ 34.15	\$ 51.23
Kaiser HMO	\$ 42.00	\$ 84.00	\$134.31
UnitedHealthcare HMO	\$ 61.38	\$122.77	\$197.54
Dental	\$ 6.00	\$ 12.00	\$ 18.00
Vision Basic	\$ 0	\$ 0	\$ 0
Vision Plus	\$ 2.77	\$ 5.08	\$ 7.38

Health Savings Account (HSA) and Flexible Spending Accounts (FSA)	
Coverage	Pretax Annual Limit
HSA Employee Only	
Maximum Contribution	\$3,600
Catch-up Contribution for Age 55+	\$1,000
HSA Employee + One/Family	
Maximum Contribution	\$7,200
Catch-up Contribution for Age 55+	\$1,000
Health Care FSA	\$2,750
Dependent Care FSA	
Single or married filing a joint tax return	\$5,000
Married filing a separate tax return	\$2,500

Accidental Death and Dismemberment (AD&D) Plan	
Coverage Options	After-Tax Monthly Employee Contribution
Employee (up to 10x base pay - \$1 million maximum)	\$0.019 per \$1,000
Spouse (50% or 100% of employee coverage amount)	\$0.019 per \$1,000
Dependent Children (\$10,000 per child)	No Additional Charge

MetLaw Group Legal Services – Hyatt Legal Plans	
Coverage Options	After-Tax Monthly Employee Contribution
Employee and eligible dependents	\$18

### COBRA Monthly Rates

Plan Option	Employee	Employee + One	Family
Core Medical	\$827.22	\$1,655.46	\$2,482.68
High Deductible Medical	\$694.62	\$1,389.24	\$2,083.86
Kaiser HMO	\$542.72	\$1,085.45	\$1,736.72
UnitedHealthcare HMO	\$849.17	\$1,698.30	\$2,734.34
Dental	\$ 42.84	\$ 85.68	\$ 147.90
Vision Basic	\$ 3.69	\$ 7.03	\$ 10.31
Vision Plus	\$ 9.56	\$ 18.17	\$ 26.67

## Retiree Monthly Base Rates – 2021

Plan Option	Employee	Employee + One	Family
Aetna	\$172	\$344	\$516
Kaiser Pre 65	\$140	\$280	\$3430
Kaiser Medicare Advantage	\$100	\$200	\$300
Dental	\$57	\$114	\$171

## Retiree Medical Plan Contribution

If your combined age and service on your termination date is	Your monthly contribution will be the following multiple of the retiree base contribution	
	Non-Medicare-Eligible Contribution Multiple	Medicare-Eligible Contribution Multiple
65 to 69	4 times	2 times
70 to 74	3 times	2 times
75 to 79	2 times	2 times
80 and above	1 times	1 times