

# Benefit Plan 3

## Sample Subsidy and Monthly Deduction Calculations for Under Age 65 Plans in 2019

In Benefit Plan 3, your maximum annual subsidy is determined by multiplying your years of service (up to a maximum of 20 years) by an allocation factor. The allocation factor is set annually by the Board of Supervisors.

**The 2019 allocation factor is \$442.65 per year of service, for a maximum annual amount of \$8,853.**

The samples on this page show how much a retiree would owe for monthly medical premiums in 2019 if they retired with 10 years of service or 20 years of service.

To determine your own monthly subsidy in 2019, multiply your years of service credit by the current allocation factor (up to the maximum of 20 years), then divide by 12.

If you have less than 30 years of service, the subsidy you receive under Benefit Plan 3 only covers your own premiums. If you have dependents on your healthcare plans you are responsible for those premiums.

If you have 30 or more years of service you have a second subsidy, equal to your own, to cover all or a portion of your spouse's/partner's healthcare premiums. The second subsidy does not cover any other dependents you may have on your plans.

### 10 Years of Service

#### Subsidy Calculation

2019 Allocation factor	\$442.65
Years of service	x 10.00
Max. annual subsidy	\$4,426.50
Max. monthly subsidy	\$368.88

#### Kaiser Silver - Under Age 65

Kaiser Silver premium	\$712.87
Delta Dental premium	+ \$51.16
Total premium cost	\$764.03
Max. employer subsidy	- \$368.88
Due from retiree monthly	\$395.15

#### Kaiser Low - Under Age 65

Kaiser Low premium	\$789.21
Delta Dental premium	+ \$51.16
Total premium cost	\$840.37
Max. employer subsidy	- \$368.88
Due from retiree monthly	\$471.49

#### Anthem Blue Cross - Under Age 65

Blue Cross premium	\$746.22
Delta Dental premium	+ \$51.16
Total premium cost	\$797.38
Max. employer subsidy	- \$368.88
Due from retiree monthly	\$428.50

### 20 Years of Service

#### Subsidy Calculation

2019 Allocation factor	\$442.65
Years of service	x 20.00
Max. annual subsidy	\$8,853.00
Max. monthly subsidy	\$737.75

#### Kaiser Silver - Under Age 65

Kaiser Silver premium	\$712.87
Delta Dental premium	+ \$51.16
Total premium cost	\$764.03
Max. employer subsidy	- \$737.75
Due from retiree monthly	\$26.28

#### Kaiser Low - Under Age 65

Kaiser Low premium	\$789.21
Delta Dental premium	+ \$51.16
Total premium cost	\$840.37
Max. employer subsidy	- \$737.75
Due from retiree monthly	\$102.62

#### Anthem Blue Cross - Under Age 65

Blue Cross premium	\$746.22
Delta Dental premium	+ \$51.16
Total premium cost	\$797.38
Max. employer subsidy	- \$737.75
Due from retiree monthly	\$59.63

# Benefit Plan 3

## Sample Subsidy and Monthly Deduction Calculations for Medicare Plans (Over Age 65) in 2019

The samples on this page show how much a retiree over age 65 would owe for monthly medical premiums in 2019 if they retired with 10 years of service or 20 years of service.

To determine your own monthly subsidy in 2019, multiply your years of service credit by the current allocation factor (up to the maximum of 20 years), then divide by 12.

Every month, you will be reimbursed up to the base Medicare Part B premium (\$135.50 for 2019). This will appear on your monthly deposit confirmation as a separate line item showing an addition of \$135.50. The amount of reimbursement is subtracted from your maximum subsidy and the remainder is used to help pay your medical and dental premiums.

You must pay your Medicare Part B premium directly to Medicare. MCERA is unable to deduct Medicare premiums from your monthly retirement benefit payment.

### 10 Years of Service

#### Subsidy Calculation on Page 3

Max. monthly subsidy	\$368.88
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#### Kaiser Silver with Medicare (Senior Advantage)

Kaiser Silver premium	\$289.03
Delta Dental premium	\$51.16
Medicare premium	+\$135.50

Total premium cost	\$475.69
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Max. employer subsidy	-\$368.88
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Due from retiree monthly	\$106.81
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#### Kaiser Low with Medicare (Senior Advantage)

Kaiser Low premium	\$397.86
Delta Dental premium	\$51.16
Medicare premium	+\$135.50

Total premium cost	\$584.52
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Max. employer subsidy	-\$368.88
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Due from retiree monthly	\$215.64
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#### UnitedHealthcare with Medicare

UnitedHealthcare premium	\$414.78
Delta Dental premium	\$51.16
Medicare premium	+\$135.50

Total premium cost	\$601.44
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Max. employer subsidy	-\$368.88
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Due from retiree monthly	\$232.56
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### 20 Years of Service

#### Subsidy Calculation on Page 3

Max. monthly subsidy	\$737.75
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#### Kaiser Silver with Medicare (Senior Advantage)

Kaiser Silver premium	\$289.03
Delta Dental premium	\$51.16
Medicare premium	+\$135.50

Total premium cost	\$475.69
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Max. employer subsidy	-\$737.75
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Due from retiree monthly	\$0.00
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#### Kaiser Low with Medicare (Senior Advantage)

Kaiser Low premium	\$397.86
Delta Dental premium	\$51.16
Medicare premium	+\$135.50

Total premium cost	\$584.52
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Max. employer subsidy	-\$737.75
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Due from retiree monthly	\$0.00
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#### UnitedHealthcare with Medicare

UnitedHealthcare premium	\$414.78
Delta Dental premium	\$51.16
Medicare premium	+\$135.50

Total premium cost	\$601.44
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Max. employer subsidy	-\$737.75
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Due from retiree monthly	\$0.00
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