



**2020 - 2021**  
**Custodian/Maintenance - Premium Rates**  
**Simsbury Public Schools**  
**CIGNA PLANS**



The following rate structure and premiums are effective 07/01/20 for the listed Bargaining Simsbury Public Schools active employees.

**PPO - Board / Employee Shared Cost Split**

Rates for the Following Covered Bargaining Group:

**NAGE - Custodian/Maintenance**

<b>CIGNA PPO – OAP (Open Access Plus)</b>	<b>Monthly Premium Rate</b>	<b>Employee Monthly Rate</b>	<b>Employee Annual Rate</b>	<b>Employee Payroll Rate 20 P/R's</b>
<b>Employee Only</b>	\$982.08	\$292.70	\$3,512.37	\$175.63
<b>Employee + 1</b>	\$1,959.96	\$581.20	\$6,974.43	\$348.73
<b>Family</b>	\$2,915.24	\$869.79	\$10,437.52	\$521.89

**HMO - Board / Employee Shared Cost Split**

Rates for the Following Covered Bargaining Group:

**NAGE - Custodian/Maintenance**

<b>CIGNA HMO – OAP IN (Open Access Plus – In Network Only)</b>	<b>Monthly Premium Rate</b>	<b>Employee Monthly Rate</b>	<b>Employee Annual Rate</b>	<b>Employee Payroll Rate 20 P/R's</b>
<b>Employee Only</b>	\$890.33	\$200.95	\$2,411.37	\$120.58
<b>Employee + 1</b>	\$1,780.64	\$401.88	\$4,822.59	\$241.14
<b>Family</b>	\$2,760.01	\$714.56	\$8,574.76	\$428.75

**HDHP/HSA - Board / Employee Shared Cost Split**

Individual and Dependent Coverage (83% paid by Board / 17% paid by individual)

Rates for the Following Covered Bargaining Group:

**NAGE - Custodian/Maintenance**

<b>CIGNA HDHP &amp; HSA (High Deductible Health Plan &amp; Health Savings Account)</b>	<b>Monthly Premium Rate</b>	<b>Employee Monthly Rate</b>	<b>Employee Annual Rate</b>	<b>Employee Payroll Rate 20 P/R's</b>
<b>Employee Only</b>	\$730.18	\$124.13	\$1,489.57*	\$74.49
<b>Employee + 1</b>	\$1,460.35	\$248.26	\$2,979.11*	\$148.97
<b>Family</b>	\$2,263.59	\$384.81	\$4,617.72*	\$230.90

\* BOE will make an HSA deposit equal to \$1,000 or \$2,000, based on Individual/Family Enrollment. Said deposit shall be made in 2 parts; by the first pay date in July and the first pay date in January.