

2019 Summary of Monthly Insurance Premiums

Full time employees are eligible for benefits. *Employees are eligible for a 20% incentive if they are smoke & tobacco free.

Anthem Medical

PPO	City Pays	Employee with incentive	City Pays	Employee without incentive
Employee	\$ 506.65	\$161.68	\$ 506.64	\$202.12
Employee + 1 Child	\$ 825.30	\$259.75	\$ 825.30	\$324.69
Employee + Spouse	\$ 1069.27	\$344.81	\$ 1069.27	\$431.02
Family	\$ 1406.01	\$437.79	\$ 1406.01	\$547.24
HEALTHKEEPERS	City Pays	Employee with incentive	City Pays	Employee without incentive
Employee	\$ 510.07	\$ 83.66	\$ 510.07	\$ 104.58
Employee + 1 Child	\$ 831.69	\$133.96	\$ 831.69	\$ 167.45
Employee + Spouse	\$ 1075.17	\$182.75	\$ 1075.17	\$ 228.44
Family	\$ 1415.66	\$223.36	\$ 1415.66	\$ 279.20
Lumenos HDHP (HSP)	City Pays	Employee with incentive	City Contribution to HSA	Employee without incentive
Employee	\$ 422.90	\$ 0	\$ 38.00	\$15.60
Employee + 1 Child	\$ 680.03	\$ 15.00	\$ 65.00	\$18.75
Employee + Spouse	\$ 893.24	\$ 30.00	\$ 78.00	\$37.50
Family	\$ 1152.11	\$ 45.00	\$112.00	\$56.25

*Please refer to the Personnel Administrative Manual 1402 for policy guidelines.

Delta Dental

PPO + Premier	City Pays	Employee Pays
Employee	\$20.70	\$ 8.00
Employee + 1	\$37.60	\$15.00
Family	\$64.65	\$25.00

VSP

Vision	City Pays	Employee Pays
Employee	\$1.00	\$ 8.00
Employee + 1	\$2.00	\$13.00
Family	\$2.00	\$23.00

Fitness Centers for Active Full-Time Employees (1/1/19 rates)

YMCA		Employee Pays
Employee/Spouse Only		\$30.00
Both Employee + Spouse		\$50.00
Employee + Children		\$53.00
Family (Employee, Spouse and Child(ren))		\$58.00
One Life Fitness		Employee Pays
Employee/Spouse Only		\$25.00
Both Employee + Spouse		\$50.00
Employee + Child		\$50.00
Employee + Spouse + Child		\$75.00
Employee + Spouse + Children		\$89.00
Riverside Wellness & Fitness Center		Employee Pays
Employee		\$28.00
Employee + Spouse		\$56.00
Employee + Child (child under age 18)		\$51.00
Family		\$28.00 per Adult and \$23.00 per Child

2019 Summary of STD and LTD

The City of Newport News provides active, full-time employees the option to purchase a Short-Term Disability (STD) Benefit. The Benefit provides 50% income replacement of their weekly salary up to a maximum weekly benefit of \$1,000.

The City of Newport News provides a Core Long-Term Disability (LTD) Benefit of 40% of monthly income replacement to a maximum benefit of \$8,750 per month, to all active, full-time employees at no cost to the employee. The City also allows active, full-time employees to purchase additional LTD coverage of up to 50% of their monthly pay to a maximum monthly benefit of \$10,000.

For more information on Short-Term and Long-Term Disability benefits and cost, please contact the Department of Human Resources Benefits Division at 757-926-1850 or by email at benefits@nnva.gov.