

2020 Monthly Health Premium Rates for FCPS Employees on Leave of Absence

		BIWEEKLY AND MONTHLY PAID EMPLOYEE *								
		Employee Only Share (FMLA or LOA-Military)			ACA Premium			Full Premium-Employee and Employer Share (Non-FMLA)		
		Individual	Minifamily	Family	Individual	Minifamily	Family	Individual	Minifamily	Family
Monthly Premiums	Medical Plans									
	Aetna Innovation Health	\$147.84	\$492.81	\$615.90	\$147.84	\$1,133.46	\$1,626.25	\$985.61	\$1,971.23	\$2,464.02
	Carefirst	\$109.41	\$364.80	\$456.00	\$109.41	\$839.03	\$1,203.85	\$729.60	\$1,459.19	\$1,824.01
	Kaiser	\$120.39	\$401.31	\$501.64	\$120.39	\$923.02	\$1,324.33	\$802.61	\$1,605.24	\$2,006.55
	Dental Plans									
	Aetna DPPO	\$18.66	\$31.73	\$45.00	\$18.66	\$62.21	\$106.42	\$62.22	\$105.77	\$149.98
	Aetna DNO	\$7.65	\$13.01	\$18.41	\$7.65	\$25.52	\$43.52	\$25.50	\$43.37	\$61.37

		BIWEEKLY PAID EMPLOYEE (premiums paid for March)								
		Employee Only Share (FMLA or LOA-Military)			ACA Premium			Full Premium-Employee and Employer Share (Non-FMLA)		
		Individual	Minifamily	Family	Individual	Minifamily	Family	Individual	Minifamily	Family
Monthly Premiums for: January (3 paydates)	Medical Plans									
	Aetna Innovation Health	\$221.76	\$739.20	\$923.85	\$221.76	\$1,700.16	\$2,439.36	\$1,478.43	\$2,956.83	\$3,696.03
	Carefirst	\$164.16	\$547.20	\$684.00	\$164.16	\$1,258.56	\$1,805.76	\$1,094.40	\$2,188.80	\$2,736.00
	Kaiser	\$180.60	\$601.95	\$752.46	\$180.60	\$1,384.50	\$1,986.51	\$1,203.93	\$2,407.83	\$3,009.84
	Dental Plans									
	Aetna DPPO	\$27.99	\$47.61	\$67.50	\$27.99	\$93.33	\$159.63	\$93.33	\$158.67	\$224.97
	Aetna DNO	\$11.49	\$19.53	\$27.63	\$11.49	\$38.28	\$65.28	\$38.28	\$65.07	\$92.07

		BIWEEKLY PAID EMPLOYEE (premiums paid for Sept)								
		Employee Only Share (FMLA or LOA-Military)			ACA Premium			Full Premium-Employee and Employer Share (Non-FMLA)		
		Individual	Minifamily	Family	Individual	Minifamily	Family	Individual	Minifamily	Family
Monthly Premiums for: Sept (1 paydate)	Medical Plans									
	Aetna Innovation Health	\$73.92	\$246.40	\$307.95	\$73.92	\$566.72	\$813.12	\$492.81	\$985.61	\$1,232.01
	Carefirst	\$54.72	\$182.40	\$228.00	\$54.72	\$419.52	\$601.92	\$364.80	\$729.60	\$912.00
	Kaiser	\$60.20	\$200.65	\$250.82	\$60.20	\$461.50	\$662.17	\$401.31	\$802.61	\$1,003.28
	Dental Plans									
	Aetna DPPO	\$9.33	\$15.87	\$22.50	\$9.33	\$31.11	\$53.21	\$31.11	\$52.89	\$74.99
	Aetna DNO	\$3.83	\$6.51	\$9.21	\$3.83	\$12.76	\$21.76	\$12.76	\$21.69	\$30.69

* Monthly paid employees pay premiums over 10 months: January - June, and then September - December, regardless of contract length.

Biweekly paid employees pay premiums over 9 months typically: January - June, and then October - December; in 2020, there will be premiums taken on 9/25/20

Note: Employees on LOA may be eligible for spousal discount if married to another FCPS employee and both are paying active employee or ACA rates.

File form HR-134 within 30 days to qualify.