



## EXTRA HELP EMPLOYEE HEALTH INSURANCE FACT SHEET

### *What are the eligibility criteria to enroll in the Extra Help Kaiser medical plan?*

Your effective date of medical coverage will be determined by the date you meet the following eligibility criteria:

- 1) Employed with the County for at least 11 consecutive pay periods, and
- 2) Worked at least 440 hours, and
- 3) Worked at least 160 hours in the previous 4 pay periods, and
- 4) Must generally work at least 40 hours per pay period.
- 5) Live or work within 30 miles of a Kaiser facility.

**AFTER YOU HAVE BEEN EMPLOYED 8 CONSECUTIVE PAY PERIODS AND WORKED AT LEAST 240 HOURS, YOU WILL RECEIVE A LETTER FROM RISK MANAGEMENT INFORMING YOU OF YOUR POTENTIAL ELIGIBILITY FOR THIS BENEFIT AND INSTRUCTING YOU HOW TO ENROLL.**

### *How much does it cost?*

For employees working 40 hours or more biweekly, the County contributes up to \$400 per month towards the premium cost for coverage. Premiums for the medical plan must be paid in advance on the first two pay dates of each month through payroll deduction. Coverage is on a monthly basis for as long as benefit eligibility and premium payments are maintained. Please see the table below.

### **THE EMPLOYEE COST VARIES BASED ON THE NUMBER OF HOURS WORKED.**

The following chart provides an example of benefit costs for June 1, 2014 – May 31, 2015 –coverage dates for an extra help employee who works 40+ hours per pay period.

<b>40 + hours</b>	<b>Employee Semi-Monthly Cost</b>	<b>Employer Semi-Monthly Cost</b>	<b>Total Semi-Monthly Cost</b>
Self	<b>124.61</b>	200.00	324.61
Self + 1	<b>449.22</b>	200.00	649.22
Family	<b>718.65</b>	200.00	918.65

### *How much will I pay if I work less than 40 hours per pay period?*

When an employee's hours fall below 40 hours bi-weekly, the employee's premium costs will increase proportionate to the number of hours worked. Please see your payroll clerk if you have any questions.

### *What happens if I work less than 20 hours per pay period?*

There will be no county contribution towards coverage for pay periods when hours worked are below 20 hours. If you work less than 20 hours and you have extra-help coverage, Auditor-Controller-Payroll will send you a letter explaining your payment options.

You may call Kaiser Permanente Member Services at (800) 464-4000 if you need additional information about the plan (Group #38655-0004). Please contact the Human Resources Benefits Unit for questions regarding eligibility and premiums at (707) 565-2900 or [benefits@sonoma-county.org](mailto:benefits@sonoma-county.org).