

## 2020 Summary of Monthly Insurance Premiums

### Optima Health

POS PLAN	City Pays	Employee Pays
Employee	\$ 529.61	\$ 83.66
Employee + 1 Child	\$ 861.69	\$ 133.96
Employee + Spouse	\$ 1,114.82	\$ 182.75
Family	\$ 1,493.78	\$ 223.36

EQUITY HDHP (POS)	City Pays	Employee Pays	City Contribution to HSA
Employee	\$ 527.54	\$ 0	\$ 38.00
Employee + 1 Child	\$ 836.47	\$ 20.00	\$ 65.00
Employee + Spouse	\$ 1,076.19	\$ 40.00	\$ 78.00
Family	\$ 1,417.11	\$ 60.00	\$112.00

### Delta Dental

PPO + Premier	City Pays	Employee Pays
Employee	\$21.42	\$ 8.28
Employee + 1	\$38.92	\$15.52
Family	\$66.91	\$25.87

### 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 (1/1/20 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

## 2020 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](mailto:benefits@nnva.gov).