OPEB Benefit Options

Option 1 – Leave benefit as is.

Option 2 – Provide Medical Insurance benefits as the **same dollar amount** for certified and Non-certified.

- Example – Medical Insurance
  - 30 year Certified employee only (Annual)
    - HCS Pays - $5,233.80
    - Certified Employee - $0
  - 30 year Non- Certified employee only (Annual)
    - HCS Pays - $5,233.80
    - Non-Certified Employee - $4,282.20
- Example – Medicare Supplemental
  - 30 year Certified employee only (Annual)
    - HCS Pays - $1,615.68
    - Certified Employee - $0
  - 30 year Non- Certified employee only (Annual)
    - HCS Pays - $1,615.68
    - Non-Certified Employee - $600

Option 3 – Provide Medical Insurance benefits as the **% amount** for certified and Non-certified.

- Example – Medical Insurance
  - 30 year Certified employee only (Annual)
    - HCS Pays - $5,233.80
    - Certified Employee - $0
  - 30 year Non- Certified employee only (Annual)
    - HCS Pays - $9,615.00
    - Non-Certified Employee - $0
- Example – Medicare Supplemental
  - 30 year Certified employee only (Annual)
    - HCS Pays - $1,615.68
    - Certified Employee - $0
  - 30 year Non- Certified employee only (Annual)
    - HCS Pays - $2,215.68
    - Non-Certified Employee - $0