



CITY OF PEABODY

FY27 Benefit

HEALTH INSURANCE –BlueCross BlueShield thru MIIA

30 day waiting period from date of hire.

Bi-weekly 24 Pay Periods

500/1000 or

2000/4000 Deductible

City contributes 80% of premium; employees contribute 20% of premium for all 3 **HMO Plans (HMO Blue NE, HMO High Deductible and HMO Select Limited Network)**

The city contributes 75% of premium; employees contribute 25% of premium for **Blue Care Elect PPO.**

<u>HMO Blue New England</u>	<u>Bi-weekly</u>	<u>Monthly</u>
FAMILY	\$305.21	\$610.43
INDIVIDUAL	\$126.34	\$252.67

<u>Blue Care Elect PPO</u>	<u>Bi-weekly</u>	<u>Monthly</u>
FAMILY	\$442.22	\$884.43
INDIVIDUAL	\$183.04	\$366.09

<u>Access Blue NE Saver (High Deductible HMO)</u>	<u>Bi-weekly</u>	<u>Monthly</u>
FAMILY	\$276.04	\$552.09
INDIVIDUAL	\$114.26	\$228.53

<u>Network Blue Select (Limited Network HMO)</u>	<u>Bi-weekly</u>	<u>Monthly</u>
FAMILY	\$265.54	\$531.07
INDIVIDUAL	\$109.91	\$219.83

A waiver must be signed by new employees if you do not wish to enroll in the health insurance.

Premiums are paid on a pre-tax basis.

CITY OF PEABODY

General Information:

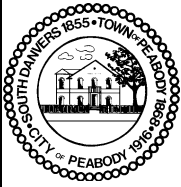
The City of Peabody offers (4) Blue Cross Blue Shield plans that are purchased from the Massachusetts Inter-Local Insurance Association (MIIA). HMO Blue NE, BCE PPO, and Network Blue Select HMO have the same benefit coverage, co-pays and a \$500.00 per member deductible (or \$1,000.00 per family). Eligible employees may enroll in an individual plan or family plan. These plans also have a prescription drug deductible of \$100 per individual and \$200 per family. The Access Blue NE Saver High Deductible Plan has a \$2,000 per individual and a \$4,000 per family deductible, but those enrolled are eligible to enroll in a Healthcare Savings Account (HSA) as well.

HMO Blue New England is an HMO (Health Maintenance Organization) plan with a network of doctors and hospitals in New England. You must have a primary care physician and get referrals to see specialists.

Blue Care Elect is a PPO (Preferred Provider Organization) plan with a network of doctors and hospitals throughout the country as well as out of network coverage. Out of network coverage includes \$500.00 per member deductible (or \$1000.00 per family) and 20% coinsurance. You may see specialists without referrals.

Access Blue NE Saver is a Blue Cross Blue Shield High Deductible HMO plan. Deductibles for this plan are \$2,000 per individual and \$4,000 per family, and employees that enroll in this plan will be eligible to enroll in a Healthcare Savings Account (HSA) through Voya.

Network Blue Select is a Limited network HMO of a lower-cost doctors and hospitals that deliver the same care while providing the opportunity for greater cost savings. The Network blue Select deductible is \$500 per individual or \$1,000 per family.



CITY OF PEABODY

BCBS FREEDOM DENTAL INSURANCE FY27 RATES

30 Day waiting period from date of hire.

Bi-weekly = 24 pay periods

<u>Dental Blue Freedom High Plan</u>	<u>Bi-weekly</u>	<u>Monthly</u>
FAMILY	\$65.40	\$130.73
INDIVIDUAL	\$26.10	\$52.27

<u>Dental Blue Freedom Low Plan</u>	<u>Bi-weekly</u>	<u>Monthly</u>
FAMILY	\$52.50	\$105.02
INDIVIDUAL	\$18.80	\$37.54

General Information:

The Low Plan includes preventive and basic services. The High Plan includes preventive, basic and major services. There is a \$50 calendar year deductible for individuals and \$150 for families for both plans. The deductible is waived for preventive services

When you receive care from a participating dentist, your out-of-pocket expense will be less because the dentist has agreed to accept the allowance as full payment minus your co-insurance and deductibles.

You also have the freedom to receive care from dentists who do not belong to the network. However, you may be balanced billed for the difference between the allowed rate and your dentist's rate.

If your annual dental reimbursements fall below a certain amount, a portion of your benefit will be carried forward into the following year providing additional value.

See your benefits highlights for a comprehensive listing of covered services.

A waiver must be signed by new employees if you do not wish to enroll in the dental insurance.

Premiums are paid on a pre-tax basis.



CITY OF PEABODY

LIFE INSURANCE

BOSTON MUTUAL INSURANCE COMPANY

PLAN A: BASIC \$5,000 TERM POLICY - \$4.93/month (pre-tax)

The City of Peabody offers \$5,000 of Term Life and AD&D insurance to all active employees. The full cost of the premium is \$9.87. (.92 for basic life and .15 for AD&D); the cost is shared 50/50 between the city (\$4.94) and employee (\$4.93).

PLAN B: VOLUNTARY ADDITIONAL TERM LIFE/ AD&D FOR EMPLOYEES AND DEPENDENTS- AGE BANDED

This plan allows you to receive additional life insurance, provided you have enrolled in the BASIC \$5,000 Group Term Life Insurance. This voluntary life insurance is available in units of \$10,000. You may pay the entire cost through payroll deductions. **For policies over \$250,000 medical evidence of insurability is required.**

See Boston Mutual rates sheets for all rates.

VISION PLAN – BLUE 20/20

Provides coverage for eye exams, lenses, frames and contacts.

MONTHLY COST:

EMPLOYEE	EMPLOYEE/SPOUSE	EMPLOYEE/CHILD	FAMILY
\$5.54	\$9.42	\$9.70	\$15.23

All enrollment forms can be found on the City Website > HR > Benefits tab.

<https://www.peabody-ma.gov/hr.html>



CITY OF PEABODY

ADDITIONAL BENEFITS

CRITICAL ILLNESS INSURANCE-COLONIAL LIFE

Critical Illness insurance is designed to protect employees, family and their assets in the event of a critical illness. Contact the Human Resources department for more information.

DISABILITY INSURANCE

Employees may enroll in a disability plan underwritten by either **Colonial Life, or AFLAC**. Contact the Human Resources department for more information.

AFLAC

Aflac offers a variety of insurances such as disability, accident, cancer, dental, and hospital.

457(b)

457(b) deferred compensation plans are offered directly through **Voya and Nationwide Retirement Solutions**. Informational packets are available in the Human Resources department. To enroll you must contact a company representative.

FLEXIBLE SPENDING HEALTH AND DENTAL

Employees can set aside **pre-tax** dollars for out-of-pocket qualified **medical expenses** and/or **dependent care costs**.

DIRECT DEPOSIT

You may sign up for direct deposit of your payroll check to your checking or savings account.

CREDIT UNION

Please contact Energy Credit Union for membership information, 978-532-1385.

RETIREMENT DEDUCTION

All full-time employees contribute 9% of their gross salary to the City of Peabody's retirement system. Extra 2% is required for annual salaries over \$30,000.

MEDICARE DEDUCTION

Employees hired after March 31, 1986 are required to pay the Medicare portion of the Social Security tax. The City will withhold 1.45% of your gross earnings for this additional tax.