

## ColCal 2021 Health Insurance Plan Options & Costs

### Variable Hourly Team Members

**Qualifications for Coverage:**

1. Work an average of 30 hours per week
2. Meet your employment waiting period
  - 60 Days for Full & Part Time Positions\*
  - 1 Year for Variable Hour Positions\*

### Health Insurance Plans Available to You:

1	<b>Medical Only</b>			
	<b>\$5,000 Deductible</b>			
	Coverage Type	% ColCal Pays	Employee Cost Per Paycheck	Yearly Amount Paid By ColCal for You
	<b>Employee Only</b>	81%	<b>\$ 42.61</b>	<b>\$ 4,602.81</b>
	Employee+ Family	27%	\$ 468.61	\$ 4,506.35
	Employee+ Spouse	38%	\$ 285.67	\$ 4,552.29
	Employee+ Children	40%	\$ 250.15	\$ 4,335.98
	<b>\$1,000 Deductible</b>			
	Coverage Type	% ColCal Pays	Employee Cost Per Paycheck	Yearly Amount Paid By ColCal for You
	<b>Employee Only</b>	<b>50%</b>	<b>\$ 129.20</b>	<b>\$ 3,359.22</b>
Employee+ Family	17%	\$ 626.82	\$ 3,338.03	
Employee+ Spouse	23%	\$ 417.40	\$ 3,241.59	
Employee+ Children	26%	\$ 362.96	\$ 3,315.72	
2	<b>Add-Ons</b>			
	<b>Dental-\$50 Deductible</b>			
	Coverage Type	% ColCal Pays	Employee Cost Per Paycheck	Yearly Amount Paid By ColCal for You
	<b>Employee Only</b>	<b>50%</b>	<b>\$ 7.57</b>	<b>\$ 196.92</b>
	Employee+ Family	17%	\$ 36.72	\$ 195.55
	Employee+ Spouse	24%	\$ 24.34	\$ 194.44
	Employee+ Children	26%	\$ 21.30	\$ 194.56
	<b>Flexible Spending Account</b>			
	You designate a pre-tax dollar amount to be transferred from each paycheck to a Flexible Spending Account then the Spending Account gives the money back to you when you submit receipts for qualifying health expenses.			
	1. Healthcare Reimbursement up to \$2,750 per year -Heathcare costs not covered by Insurance like: Copays, Vision Expenses, Doctor's Bills			
2. Dependent Care Reimbursement up to \$5,000 per year -Expenses for daycare for children -Expenses for eligible adult daycare				

If you waive coverage when offered you will not be eligible to enroll until the next Open Enrollment, January 1, 2022  
 If you are promoted or demoted your per paycheck amount will be adjusted to your new rate as of the position change effective date



\*Team Member Positions are classified as variable hourly positions all other positions are full or part time

## ColCal 2021 Health Insurance Plan Options & Costs Shift Managers

**Qualifications for Coverage:**

1. Work an average of 30 hours per week
2. Meet your employment waiting period
  - 60 Days for Full & Part Time Positions\*
  - 1 Year for Variable Hour Positions\*

### Health Insurance Plans Available to You:

1	<b>Medical Only</b>	<b>\$5,000 Deductible</b>		
	Coverage Type	% ColCal Pays	Employee Cost Per Paycheck	Yearly Amount Paid By ColCal for You
	<b>Employee Only</b>	<b>95%</b>	<b>\$ 10.98</b>	<b>\$ 5,425.15</b>
	Employee+ Family	30%	\$ 449.35	\$ 5,007.06
	Employee+ Spouse	40%	\$ 276.46	\$ 4,791.89
	Employee+ Children	45%	\$ 229.31	\$ 4,877.98
	<b>\$1,000 Deductible</b>			
	Coverage Type	% ColCal Pays	Employee Cost Per Paycheck	Yearly Amount Paid By ColCal for You
	<b>Employee Only</b>	<b>75%</b>	<b>\$ 64.60</b>	<b>\$ 5,038.83</b>
	Employee+ Family	25%	\$ 566.41	\$ 4,908.87
Employee+ Spouse	40%	\$ 325.24	\$ 5,637.55	
Employee+ Children	40%	\$ 294.29	\$ 5,101.10	
2	<b>Add-Ons</b>	<b>Dental-\$50 Deductible</b>		
	Coverage Type	% ColCal Pays	Employee Cost Per Paycheck	Yearly Amount Paid By ColCal for You
	<b>Employee Only</b>	<b>50%</b>	<b>\$ 7.57</b>	<b>\$ 196.92</b>
	Employee+ Family	17%	\$ 36.72	\$ 195.55
	Employee+ Spouse	24%	\$ 24.34	\$ 194.44
	Employee+ Children	26%	\$ 21.30	\$ 194.56
	<b>Flexible Spending Account</b>			
	You designate a pre-tax dollar amount to be transferred from each paycheck to a Flexible Spending Account then the Spending Account gives the money back to you when you submit receipts for qualifying health expenses.			
	1. Healthcare Reimbursement up to \$2,750 per year -Healthcare costs not covered by Insurance like: Copays, Vision Expenses, Doctor's Bills			
	2. Dependent Care Reimbursement up to \$5,000 per year -Expenses for daycare for children -Expenses for eligible adult daycare			

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## ColCal 2021 Health Insurance Plan Options & Costs

### Assisant General Managers & Facility Captains

**Qualifications for Coverage:**

1. Work an average of 30 hours per week
2. Meet your employment waiting period
  - 60 Days for Full & Part Time Positions\*
  - 1 Year for Variable Hour Positions\*

### Health Insurance Plans Available to You:

1	<b>Medical Only</b>	<b>\$5,000 Deductible</b>			
2		<b>\$1,000 Deductible</b>			
1	<b>Add-Ons</b>	<b>Dental-\$50 Deductible</b>			
	You can add one or both of these to either medical plan you choose from above.				
2		<b>Flexible Spending Account</b>			
		You designate a pre-tax dollar amount to be transferred from each paycheck to a Flexible Spending Account then the Spending Account gives the money back to you when you submit receipts for qualifying health expenses.			

If you waive coverage when offered you will not be eligible to enroll until the next Open Enrollment, January 1, 2022  
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## ColCal 2021 Health Insurance Plan Options & Costs

### Restaurant General Managers & Above Restaurant Leaders & Office Staff

**Qualifications for Coverage:**

1. Work an average of 30 hours per week
2. Meet your employment waiting period
  - 60 Days for Full & Part Time Positions\*
  - 1 Year for Variable Hour Positions\*

#### Health Insurance Plans Available to You:

1	<b>Medical Only</b>	<b>\$5,000 Deductible</b>					
				Coverage Type	% ColCal Pays	Employee Cost Per Paycheck	Yearly Amount Paid By ColCal for You
				<b>Employee Only</b>	<b>100%</b>	\$ -	\$ <b>5,710.68</b>
				Employee+ Family	90%	\$ 64.19	\$ 15,021.18
				Employee+ Spouse	90%	\$ 46.08	\$ 10,781.75
				Employee+ Children	90%	\$ 41.69	\$ 9,755.96
				<b>\$1,000 Deductible</b>			
				Coverage Type	% ColCal Pays	Employee Cost Per Paycheck	Yearly Amount Paid By ColCal for You
				<b>Employee Only</b>	<b>90%</b>	\$ <b>25.84</b>	\$ <b>6,046.60</b>
				Employee+ Family	90%	\$ 75.52	\$ 17,671.93
			Employee+ Spouse	90%	\$ 54.21	\$ 12,684.49	
			Employee+ Children	90%	\$ 49.05	\$ 11,477.48	
2	<b>Add-Ons</b>	<b>Dental-\$50 Deductible</b>					
	You can add one or both of these to either medical plan you choose from above.			Coverage Type	% ColCal Pays	Employee Cost Per Paycheck	Yearly Amount Paid By ColCal for You
				<b>Employee Only</b>	<b>100%</b>	\$ -	\$ <b>393.84</b>
				Employee+ Family	70%	\$ 13.27	\$ 805.22
				Employee+ Spouse	75%	\$ 7.96	\$ 620.55
				Employee+ Children	80%	\$ 5.76	\$ 598.66
				<b>Flexible Spending Account</b>			
				You designate a pre-tax dollar amount to be transferred from each paycheck to a Flexible Spending Account then the Spending Account gives the money back to you when you submit receipts for qualifying health expenses.			
				1. Healthcare Reimbursement up to \$2,750 per year -Heathcare costs not covered by Insurance like: Copays, Vision Expenses, Doctor's Bills			
				2. Dependent Care Reimbursement up to \$5,000 per year -Expenses for daycare for children -Expenses for eligible adult daycare			

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