



# 2021 Flexible Benefits Program

## PLAN RATES & FLEXIBLE CREDITS GUIDE

**Flexible Benefits Program Eligibility** - You are eligible if you are a regular County of Ventura employee and you have a regular Work Schedule ("Standard Hours" in VCHRP) of at least 40 hours per biweekly pay period. If you are not eligible for the Flexible Benefits Program, you may still be eligible for a medical plan. Contact County Benefits for more information – [Benefits.ServiceRep@ventura.org](mailto:Benefits.ServiceRep@ventura.org) or (805) 654-2570. For specific plan information, please visit our website: <https://hr.ventura.org/benefits>.

### County-Sponsored Plans

Plan Name	Biweekly Premiums
<b>COUNTY-SPONSORED MEDICAL</b>	
<b>Ventura County Health Care Plan</b>	
Employee Only	\$ 395.46
Employee + 1	\$ 608.89
Employee + 2 or more	\$ 754.70
<b>Blue Shield Trio HMO (ACO network)</b>	
Employee Only	\$ 411.85
Employee + 1	\$ 614.66
Employee + 2 or more	\$ 767.56
<b>Blue Shield Access+ HMO (full HMO network)</b>	
Employee Only	\$ 476.15
Employee + 1	\$ 722.87
Employee + 2 or more	\$ 891.33
<b>Blue Shield High-Deductible PPO</b>	
Employee Only	\$ 502.51
Employee + 1	\$ 755.49
Employee + 2 or more	\$ 923.39
<b>Medical Plan Opt-Out <sup>1</sup></b>	\$ 333.95
<b>COUNTY-SPONSORED DENTAL</b>	
<b>MetLife Dental PPO</b>	
Employee Only	\$ 21.07
Employee + 1	\$ 40.16
Employee + 2 or more	\$ 60.73
<b>COUNTY-SPONSORED VISION</b>	
<b>MES Vision Plan</b>	
Employee Only	\$ 2.03
Employee + 1	\$ 3.66
Employee + 2 or more	\$ 5.24
<b>FLEXIBLE SPENDING ACCOUNTS &amp; HEALTH SAVINGS ACCOUNT <sup>2</sup></b>	
Health Care and Limited Purpose FSAs - Annual Maximum \$2,749.92	
Dependent Care FSA - Annual Maximum \$10,500.00	
Health Savings Account – Annual Maximums:	
\$3,600.00 individual (\$4,600.00 if age 55 or over)	
\$7,200.00 family (\$8,200.00 if age 55 or over)	

### Union-Sponsored Plans

*(only employees represented by the unions listed may select these plans)*

Plan Name	Biweekly Premiums
<b>VCDSA-SPONSORED MEDICAL</b>	
<b>Anthem Blue Cross Basic HMO</b>	
Employee Only	\$ 192.33
Employee + 1	\$ 401.05
Employee + 2 or more	\$ 571.81
<b>Anthem Blue Cross Select HMO (Low)</b>	
Employee Only	\$ 231.56
Employee + 1	\$ 483.43
Employee + 2 or more	\$ 689.51
<b>Anthem Blue Cross HMO High</b>	
Employee Only	\$ 345.29
Employee + 1	\$ 722.25
Employee + 2 or more	\$ 1,030.68
<b>Anthem Blue Cross PPO</b>	
Employee Only	\$ 450.88
Employee + 1	\$ 944.00
Employee + 2 or more	\$ 1,347.45
<b>Anthem Blue Cross HDHP PPO (HSA)</b>	
Employee Only	\$ 318.83
Employee + 1	\$ 666.68
Employee + 2 or more	\$ 951.30
<b>VCPFA-SPONSORED MEDICAL</b>	
<b>Blue Shield Low HMO Trio (narrow network)</b>	
Employee Only	\$ 231.05
Employee + 1	\$ 456.23
Employee + 2 or more	\$ 567.01
<b>Blue Shield Low HMO (full network)</b>	
Employee Only	\$ 271.48
Employee + 1	\$ 533.05
Employee + 2 or more	\$ 657.32
<b>Blue Shield High HMO (full network)</b>	
Employee Only	\$ 332.53
Employee + 1	\$ 649.05
Employee + 2 or more	\$ 810.06
<b>Blue Shield High-Deductible PPO</b>	
Employee Only	\$ 379.25
Employee + 1	\$ 737.81
Employee + 2 or more	\$ 1,055.76

## Biweekly Flexible Credit Allowance

When you enroll, you are given a Flexible Credit Allowance that you can use to purchase the plans listed above for which you are eligible. Your Flexible Credit Allowance is negotiated by the Bargaining Unit that represents your job classification.

Bargaining Unit	Flexible Credit Allowance – Full-time (60+ hours per biweek)	Bargaining Unit	Flexible Credit Allowance – Part-time (40-59 hours per biweek)
CNA, VEA, SEIU Primary Care Clinic Prof Unit	\$547	CNA, VEA, SEIU Primary Care Clinic Prof Unit	\$383
CJAAVC	\$547	CJAAVC	\$547
SPOAVC	\$447	SPOAVC	\$313
VCDSA	\$432	VCDSA	\$324
VCPFA	\$432	VCPFA	\$432
VCPPOA Probation Unit	\$457	VCPPOA Probation Unit	\$313
VCSCOA	\$457	VCSCOA	\$320
<b>The following Bargaining Units have Flexible Credit Allowance amounts that vary by medical plan tier: Employee Only / Employee + 1 / Employee + 1 or more</b>			
IUOE, MGMT, SEIU (except Primary Care Clinic Prof Unit), UAPD, VCPPOA Patrol Unit	\$472 / \$572 / \$642	IUOE, MGMT, SEIU (except Primary Care Clinic Prof Unit), UAPD, VCPPOA Patrol Unit	\$330 / \$400 / \$449