

EMPLOYEE CONTRIBUTIONS

2025 Employee Benefit Contributions (per pay)

These rates do not include the Southwest General Wellness Program rate incentives. To see the wellness discounts based on each pathway, please refer to the bottom of the page.

MEDICAL PLANS	MEDFLEX SELECT PLAN		CDHP PLAN		BASIC PPO PLAN		HIGH PPO PLAN	
	FULL-TIME	HALF-TIME	FULL-TIME	HALF-TIME	FULL-TIME	HALF-TIME	FULL-TIME	HALF-TIME
	Employee	\$150.02	\$164.06	\$132.01	\$140.63	\$170.99	\$186.99	\$322.50
Employee + Child	\$184.91	\$207.44	\$168.12	\$185.54	\$210.75	\$236.44	\$493.67	\$583.11
Employee + Spouse*	\$292.58	\$318.34	\$280.01	\$300.76	\$333.48	\$362.84	\$667.18	\$766.04
Employee + Children	\$199.72	\$228.37	\$191.98	\$216.98	\$227.63	\$260.29	\$562.52	\$674.64
Family*	\$317.27	\$349.17	\$304.11	\$330.89	\$361.62	\$397.98	\$805.81	\$939.37

DENTAL PLANS	CIGNA DPPO PLAN		CIGNA DENTAL CARE DHMO	
	FULL-TIME	HALF-TIME	FULL-TIME	HALF-TIME
	Employee	\$9.37	\$11.08	\$7.01
Employee + Child	\$17.49	\$20.83	\$13.43	\$15.10
Employee + Spouse	\$17.49	\$20.83	\$13.43	\$15.10
Employee + Children	\$34.16	\$40.37	\$22.20	\$24.98
Family	\$34.16	\$40.37	\$22.20	\$24.98

VISION PLAN	VSP VISION PLAN	BASE PLAN	BUY UP PLAN
	Employee	\$2.76	\$8.00
	Employee + Child	\$5.03	\$14.59
Employee + Spouse	\$5.03	\$14.59	
Employee + Children	\$8.77	\$25.44	
Family	\$8.77	\$25.44	

*A \$225 monthly spousal surcharge (\$103.85 per pay) will be added to the medical benefit cost when a covered spouse has medical coverage available at his or her place of employment.

Wellness Discount Pathways

At the end of the program each year, your premium discount will be determined by your participation in the Southwest General Wellness Program. Covered spouses are also eligible to earn their own wellness incentives.

This means if both you and your spouse complete Pathway 1, your discount will be \$90/pay for Employee+Spouse or Family coverage. If both you and your spouse complete Pathway 2, your discount will be \$180/pay for Employee+Spouse or Family coverage.

Pathway Completed	Employee Discount (per pay)	Covered Spouse Discount (per pay)
Pathway 1	\$45	\$45
Pathway 2	\$90	\$90