

## COMMUNITY COLLEGE OF PHILADELPHIA

### Healthcare Benefit Options

The College offers two healthcare plans through Independence Blue Cross: Keystone Health Plan East Point-Of-Service and Personal Choice.

Keystone Health Plan East Point-Of-Service requires you to name a primary care physician and to obtain a referral to other providers if your primary care physician is unable to provide treatment. Personal Choice does not require you to name a primary care physician or to obtain referrals for other providers.

Keystone Health Plan East Point-Of-Service has no payroll deduction. Personal Choice requires a pre-tax payroll deduction unless your annual salary is under \$40,000.

The amount of your pre-tax payroll deduction for Personal Choice depends on the number of dependents you enroll in the plan and the amount of your salary.

<b>Personal Choice Payroll Deductions</b> <b>Effective September 1, 2019 through August 31, 2020</b>
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<b>Annual Salary \$40,000 or More and Less Than \$60,000</b>
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Employee only	\$7.38/pay	\$192/year
Employee + one dependent	\$11.08/pay	\$288/year
Employee + two or dependents	\$14.77/pay	\$384/year

<b>Annual Salary \$60,000 or More and Less Than \$80,000</b>
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Employee only	\$10.35/pay	\$269/year
Employee + one dependent	\$15.54/pay	\$404/year
Employee + two or dependents	\$20.69/pay	\$538/year

<b>Annual Salary \$80,000 or More and Less Than \$100,000</b>
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Employee only	\$14.50/pay	\$377/year
Employee + one dependent	\$21.77/pay	\$566/year
Employee + two or dependents	\$29.00/pay	\$754/year

<b>Annual Salary \$100,000 or More and Less Than \$150,000</b>
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Employee only	\$20.31/pay	\$528/year
Employee + one dependent	\$30.46/pay	\$792/year
Employee + two or dependents	\$40.62/pay	\$1,056/year

<b>Annual Salary \$150,000 or More</b>
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Employee only	\$32.88/pay	\$855/year
Employee + one dependent	\$49.32/pay	\$1,282/year
Employee + two or dependents	\$65.76/pay	\$1,710/year

**Personal Choice Payroll Deductions**  
**Effective September 1, 2020 through August 31, 2022**

**Annual Salary \$40,000 or More and Less Than \$60,000**

Employee only	\$12.00/pay	\$312/year
Employee + one dependent	\$18.00/pay	\$468/year
Employee + two or dependents	\$24.00/pay	\$624/year

**Annual Salary \$60,000 or More and Less Than \$80,000**

Employee only	\$16.81/pay	\$437/year
Employee + one dependent	\$25.23/pay	\$656/year
Employee + two or dependents	\$33.62/pay	\$874/year

**Annual Salary \$80,000 or More and Less Than \$100,000**

Employee only	\$23.54/pay	\$612/year
Employee + one dependent	\$35.31/pay	\$918/year
Employee + two or dependents	\$47.08/pay	\$1,224/year

**Annual Salary \$100,000 or More and Less Than \$150,000**

Employee only	\$32.96/pay	\$857/year
Employee + one dependent	\$49.46/pay	\$1,286/year
Employee + two or dependents	\$65.92/pay	\$1,714/year

**Annual Salary \$150,000 or More**

Employee only	\$51.96/pay	\$1,351/year
Employee + one dependent	\$77.88/pay	\$2,025/year
Employee + two or dependents	\$103.84/pay	\$2,700/year