



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 \$60,000 or below.

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.

| |
|---------------------------------------------------------------------------------------------------------|
| Personal Choice Payroll Deductions Effective September 1, 2025 through August 31, 2027 |
|---------------------------------------------------------------------------------------------------------|

Annual Salary More Than \$60,000 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 +

| | | |
|------------------------------|--------------|--------------|
| 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 |