



Benefits Summary for 2025

EE Monthly Premiums

Healthcare and Prescription Coverage - BlueCross and BlueShield of Louisiana

Preferred CA-A Plan 1: Employee Only ee cost \$2/ city pays \$869.22/ total cost \$871.22
Emp + sp--- ee cost \$609.86/ city pays \$1132.60/ total cost \$1742.46
Emp + ch(ren)-- ee cost \$564.12/ city pays \$1047.65/ total cost \$1611.77
Family--- ee cost \$869.05/ City pays \$1613.95/ total cost \$2483.00

PPO Preferred Plan 2: Employee Only ee cost \$2/ city pays \$744.52/ total cost \$746.52
Emp + sp --- ee cost \$360.42/ city pays \$1132.60/ total cost \$1493.02
Emp + ch(ren) ee cost \$333.40/ city pays \$1047.65/ total cost \$1381.05
Family ee cost \$513.61/ city pays \$1613.95/ total cost \$2,127.56

HUMANA retirees only: \$324.84

Dental – Humana Employee Only \$0 City pays 100%
****NEW TIERS**** Emp + Sp \$33.09 employee cost
Emp +Child(ren) \$45.07 employee pays
Family \$66.79 employee pays

Life/AD&D – NYL

- Basic Life Insurance: \$25,000 Life and \$25,000 AD&D. No cost to employee.
- Supplemental Term Life Insurance for Employee, Spouse and Child Coverage. Employee pays all cost.
- AT RETIREMENT
 - Value drops to \$10,000 for age 64
 - Age 65 to 69 \$6500
 - Age 70 and above \$5,000

Short Term and Long Term Disability – Lincoln Financial Group

Long Term Disability – Coverage is at no cost to employee.

These benefits replace a portion of pre-disability earnings less the income you may receive from other sources. Employee pays Short Term Disability cost.

Vision – VSP - Monthly rates for employee:

- **Employee Only: \$7.24**
- **Employee + Spouse \$14.00**
- **Employee + Child(ren): \$13.00**
- **Employee + Family: \$19.76**

Employee Assistance Program (EAP) – *Hidalgo Health Associates* offers at no cost to our employees and their families a program that provides voluntary, confidential, and professional assistance to help resolve problems that affect their personal lives or performance on the job. 1-800-448-4470

Retirement Plans – Mandatory participation. Rates for July 1, 2024 to June 30, 2025:

- Municipal Employees Retirement System (MERS) - The City contributes 28% (employee contributes 10%).
- Municipal Police Employees Retirement System (MPERS) – The City contributes 35.6%
 - Hazardous emp contributes 10%
 - Nonhazardous emp. Contributes 8%

Deferred Compensation (457) is available. For specific questions or more information contact *Shawn Harrison @ CoSource Financial Group LLC*, PH# 337-258-8754, or email sph@cosourcefinancial.com.

Colonial – (Critical Illness/w/Cancer, Medical Bridge, Accident, Whole Life) Available to all benefit-eligible employees.
Gary Rosiere – Cell- 504-329-1711.

