

EXHIBIT "A"

CITY OF NAPA

Potential Active Plan Change Scenarios Effective July 1, 2018

The table below illustrates the proposed plan change scenarios from Kaiser Permanente and Western Health Advantage. If the cell is empty, it indicates no deviation from the current benefit. All plan changes refer to Active benefits.

	Kaiser Permanente		Western Health Advantage	
	Current Plan Design	Proposed Alternative	Current Plan Design	Proposed Alternative
Rate Increase From 2017/2018	4.90%	1.65%	6.95%	3.31%
Vendor Concession	2.0% concession already included		2.0% concession already included	
Annual Out-of-Pocket Maximum				
Individual	\$1,500		\$1,500	
Family	\$3,000		\$2,500	
Office Visit	\$15 copay	\$20 copay	\$15 copay	\$20 copay
Outpatient Surgery Office	\$15 copay	\$20 copay	\$15 copay	\$20 copay
Outpatient Surgery Facility	\$15 copay	\$20 copay	\$100 copay	
Inpatient Hospital	No charge		No charge	
Emergency Room	\$50 copay	\$100 copay	\$100 copay	
Urgent Care	\$15 copay	\$20 copay	\$20 copay	\$35 copay
Prescription Drug Retail	100-day	30-day	30-day	
Tier 1	\$10 copay		\$10 copay	
Tier 2	\$20 copay		\$20 copay	
Tier 3	N/A		\$30 copay	
Prescription Drug Mail Order	100-day		90-day	
Tier 1	\$10 copay	\$20 copay	\$25 copay	
Tier 2	\$20 copay	\$40 copay	\$50 copay	
Tier 3	N/A		\$75 copay	
Proposed Monthly Rates				
Subscriber Only	\$706.70	\$684.83	\$721.06	\$696.49
Subscriber + Dependent	\$1,413.40	\$1,369.66	\$1,442.12	\$1,392.98
Family	\$1,879.83	\$1,821.65	\$1,918.03	\$1,852.67
Monthly Employee Contribution				
Subscriber Only	\$31.70	\$9.83	\$46.06	\$21.49
Subscriber + Dependent	\$63.40	\$19.66	\$92.12	\$42.98
Family	\$84.83	\$26.65	\$123.03	\$57.67