

| TEXAS ASSOCIATION OF COUNTIES | | | | | |
|--|-------------------|-----------|-----------------|----------|--------------|
| BLUE CROSS AND BLUE SHIELD | | | | | |
| HARDIN COUNTY | | | | | |
| DECEMBER 01, 2025 THRU NOVEMBER 30, 2026 | | | | | |
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| | | | | | |
| | | | | | |
| | | 2025/2026 | EMPLOYER | EMPLOYEE | EMPLOYEE |
| TYPE | | RATES | CONTRIBUTION | | CONTRIBUTION |
| | | | | | |
| \$500 DEDUCTIBLE (800-NG) | EO | 1,181.10 | 1,181.10 | 0.00 | 0.00 |
| | EC | 1,768.78 | 1,625.00 | 143.78 | 71.89 |
| | ES | 2,480.34 | 1,625.00 | 855.34 | 427.67 |
| | FAM | 3,063.38 | 1,625.00 | 1,438.38 | 719.19 |
| | | | | | |
| | | | | | |
| \$1000 DEDUCTIBLE (1200-NG) | EO | 1,098.82 | 1,098.82 | 0.00 | 0.00 |
| | EC | 1,645.12 | 1,625.00 | 20.12 | 10.06 |
| | ES | 2,306.66 | 1,625.00 | 681.66 | 340.83 |
| | FAM | 2,848.66 | 1,625.00 | 1,223.66 | 611.83 |
| | | | | | |
| | | | | | |
| \$2000 DEDUCTIBLE (1400-NG) | EO | 1,016.16 | 1,016.16 | 0.00 | 0.00 |
| | EC | 1,520.86 | 1,520.86 | 0.00 | 0.00 |
| | ES | 2,131.90 | 1,625.00 | 506.90 | 253.45 |
| | FAM | 2,632.62 | 1,625.00 | 1,007.62 | 503.81 |
| | | | | | |
| | | | | | |
| \$4000 DEDUCTIBLE (4000-NG) | EO | 886.54 | 886.54 | 0.00 | 0.00 |
| | EC | 1,325.86 | 1,325.86 | 0.00 | 0.00 |
| | ES | 1,857.80 | 1,625.00 | 232.80 | 116.40 |
| | FAM | 2,293.62 | 1,625.00 | 668.62 | 334.31 |
| | | | | | |
| | | | | | |
| DENTAL | EO | 26.08 | 26.08 | 0.00 | 0.00 |
| | E/DEP | 74.28 | 62.74 | 11.54 | 5.77 |
| | | | | | |
| | | | | | |
| LIFE | EO | 3.30 | 3.30 | 0.00 | |
| | E/DEP | 5.49 | 5.49 | 0.00 | |
| | | | | | |
| | | | | | |
| VISION | EO | 7.86 | 0.00 | 7.86 | |
| | ES | 14.98 | 0.00 | 14.98 | |
| | EC | 15.78 | 0.00 | 15.78 | |
| | FAM | 23.22 | 0.00 | 23.22 | |
| | | | | | |
| EFFECTIVE DATES: 1ST OF THE MONTH FOLLOWING 60 DAYS AFTER HIRE | | | | | |
| | | | | | |
| TERMINATION DATES: LAST DAY OF MONTH FOLLOWING TERMINATION/RESIGNATION | | | | | |
| | | | | | |
| DEDUCTIBLE: | \$500 | \$1,000 | \$2,000 | \$4,000 | |
| RETIREEES CONTRIBUTE: | | | | | |
| 50% OF HEALTH RATE | \$590.55 | \$549.41 | \$508.08 | \$443.27 | |
| 100% OF DENTAL RATE | \$26.08/\$74.29 | | | | |
| 100% OF LIFE RATE | \$2.37 | | | | |
| 100% OF VISION RATE | SAME AS EMPLOYEES | | | | |
| *County will be responsible for 100% of the monthly health rate for employees who retire with 30+ continuous years of service. | | | | | |
| | | | | | |
| RETIREEES ELIGIBILITY & TERMINATION: See Personnel Policy | | | 2025 | | |
| CONTINUE DENTAL/LIFE/VISION UNTIL RETIREEE TERMINATES COVERAGE | | | FICA 7.65% | | |
| | | | TCDRS 15.46% | | |
| APPR COMM COURT 12.12.11 | | | UNEMP .0013 | | |
| *REVISED 08/12/2025 | | | W/C - SEE CHART | | |