



WILL COUNTY ILLINOIS

County of Will

January 1, 2026 Bi-Weekly Salary Banded Employee Pre-Tax Contribution Rates

COMPREHENSIVE GROUP HEALTH PLAN

GROUP - 1

January 1, 2026 GROUP - 1	BCBSIL - PPO				BLUE ADVANTAGE - HMO			
	1	2	3	4	1	2	3	4
	Salary Bands				Salary Bands			
	< \$34,000	\$34,001 - \$54,500	\$54,501 - \$80,000	> \$80,001	< \$34,000	\$34,001 - \$54,500	\$54,501 - \$80,000	> \$80,001
Bi-Weekly Effective January 1, 2026 - Actual ↗								
2026 - Employee Bi-Weekly Pre-Tax Payroll Contributions								
Employee Only	\$42.04	\$66.84	\$93.57	\$112.28	\$41.03	\$65.24	\$91.33	\$109.60
Employee + Spouse	\$92.61	\$147.24	\$206.14	\$247.37	\$90.39	\$143.72	\$201.20	\$241.44
Employee + Child(ren)	\$75.54	\$120.11	\$168.15	\$201.78	\$73.72	\$117.23	\$164.12	\$196.94
Employee + Family	\$126.11	\$200.52	\$280.72	\$336.86	\$123.08	\$195.70	\$273.99	\$328.79
EE Contributions as a Percent of Projected 2026 Plan Costs	7.57%	12.03%	16.84%	20.21%	7.63%	12.13%	16.98%	20.37%
Aggregate Percentage EE Contribution By Plan Projected Costs	17%				17%			

The rates reflected above and below assume that eligible participants completed their three Wellness Program requirements and are not subject to the monthly \$125 premium surcharge.

January 1, 2026 GROUP - 1	BCBSIL - HDHP/HSA*			
	1	2	3	4
	Salary Bands			
	< \$34,000	\$34,001 - \$54,500	\$54,501 - \$80,000	> \$80,001
Bi-Weekly Eff. January 1, 2026 - Actual ↗				
2026 - Employee Bi-Weekly Pre-Tax Payroll Contributions				
Employee Only	\$34.61	\$36.11	\$50.56	\$60.67
Employee + Spouse	\$76.26	\$79.55	\$111.37	\$133.64
Employee + Child(ren)	\$62.20	\$64.89	\$90.85	\$109.02
Employee + Family	\$103.84	\$108.33	\$151.66	\$182.00
EE Contributions as a Percent of Projected 2026 Plan Costs	7.1%	7.4	10.3%	12.4%
Aggregate Percentage EE Contribution By Plan Projected Costs	11%			

*HSA GROUP - 1	
The County will "seed" the following amounts into an employee's HSA account at HSA Bank annually to help offset the deductible(s) and out of pocket maximum(s):	
Employee Only	\$1,350
Employee + SP	\$2,700
Employee + CH	\$2,700
Family	\$2,700
County contributions to employees' HSA accounts will be made quarterly in equal installments. Short Plan Year may vary.	



WILL COUNTY ILLINOIS

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January 1, 2026 Bi-Weekly Salary Banded Employee Pre-Tax Contribution Rates

COMPREHENSIVE GROUP HEALTH PLAN

GROUP - 1

January 1, 2026 GROUP - 1	DENTAL			
	1	2	3	4
	Salary Bands			
	< \$34,000	\$34,001 - \$54,500	\$54,501 - \$80,000	> \$80,001
Bi-Weekly Eff. January 1, 2026 Actual ↗				
2026 - Employee Bi-Weekly Pre-Tax Contributions				
Employee Only	\$1.20	\$2.06	\$3.71	\$3.81
Employee + Spouse	\$2.65	\$4.54	\$8.17	\$8.40
Employee + Child(ren)	\$2.16	\$3.70	\$6.66	\$6.84
Employee + Family	\$3.61	\$6.18	\$11.12	\$11.43
EE Contributions as a Percent of Projected 2026 Plan Costs	6.0%	10.3%	18.5%	19.0%
Aggregate Percentage EE Contribution By Plan Projected Costs	4.1%			

* Vision coverage is included with your choice of PPO, HMO or HSA through EyeMed.

The Will County Comprehensive Group Health Plan is a self-funded non-ERISA governmental plan with non-grandfathered status under the Patient Protection and Affordable Care Act (PPACA).

The above rates do not include the additional \$125 monthly premium surcharge levied as a result of non-participation in the the County's Employee Health & Wellness Program ~ *Will Be Well*.

The wellness premium surcharges run from January 1st - December 31st

WHEN BOTH SPOUSES WORK FULL-TIME FOR THE COUNTY, THE ONE WITH THE LONGEST CONTINUOUS SERVICE COVERS THE FAMILY.

*A Health Savings Account (HSA) will be opened up in your name at HSA Bank in conjunction with your election to participate in an IRS qualified High Deductible Health Plan (HDHP). The County will "seed" (contribute) to your HSA in the amount identified above. You may also contribute to your HSA on a pre-tax basis through payroll deductions up to a TOTAL combined annual IRS limit of \$4,400 for single coverage and \$8,750 for family coverage (certain restrictions apply for short plan years). If you are age 55 or older, you may also contribute an additional \$1,000 pre-tax as a catch-up provision. You can start, change or stop your additional pre-tax payroll contributions by visiting willcounty.benefitsnow.com. Please consult your tax or financial advisor.