



total rewards

# HEALTHCARE STRATEGY

## THE PORT WILL:



Continue to offer a range of different health plans to employees that are better than market.



Balance affordability for the Port and employees with market data on out of pocket costs for employees.



Offer resources to employees and their families to make good healthcare decisions as well as provide easy-to-understand and easy access to information about healthcare programs offered by the Port.



Continue high engagement in wellness programs.



Position the Port to respond to any healthcare-related regulatory changes.



Strive for parity between Port-sponsored and union-sponsored health plans.