



FAQ Regarding the Employee Over Cap Contribution Rate (OCAP)

Q: What is an Over Cap Contribution?

A: The Benefit Unit Cost is a calculated averaged amount per employee/early retiree. When the Benefit Unit Cost exceeds the Benefit Unit Cap that the District pays per employee/early retiree it results in an "over cap" amount that employees/early retirees pay, regardless of the package they choose, since the cost was calculated on an average basis as stated.

Q: Is this in our contract?

A: Language on the Benefit Unit Cap is part of your contract language. See CSEA Article 12.1 or N-MFT 13.3 for a complete explanation of how this rate is attained.

Q: What is the Pending OCAP contribution for 2025-2026?

A: The OCAP Contributions for plan year October 1, 2025-September 30, 2026 is a flat rate charged to all employees enrolled in medical, dental and/or vision. Your paycheck will reflect the following:

OCAP 1	Kaiser HMO & Cigna Select HMO OCAPs		Cigna Network HMO OCAPs		Cigna OAP OCAPs	
	OCAP 2	TOTAL	OCAP 3	TOTAL	OCAP 4	TOTAL
9.27	15.73	25.00	35.73	45.00	271.73	281.00
9.27	60.73	70.00	110.73	120.00	533.73	543.00
9.27	105.73	115.00	185.73	195.00	772.73	782.00

Q: I am part time. Do I have to pay an OCAP rate and a pro-rated monthly premium amount for each benefit selection? E.g. medical, dental, vision

A: Yes, but the District will continue to contribute toward the health benefit provider monthly premiums for part time employees.

For example: The tenths monthly premium the District pays to Cigna HMO Network for a family for employees is based on the 2025-26 rate \$4,261.32. An employee working 4 hours a day would be responsible for \$1,065.33 per month for 10 months. This illustration demonstrates the District is paying 75% of the medical premium for a 50% part time employee.

The total Health Benefit package provided to employees exceeds the funds available this year which exceeded the Benefit Unit Cap and results in an Over Cap Contribution (OCAP) rate being charged in addition to your monthly health benefit provider premiums.

Q: *Will I still have to pay the OCAP if I decline medical coverage and only need Dental and Vision?*

A: Yes, but your rate will be reduced to \$9.27. Part-time employee rates are pro-rated per their Benefit FTE (number of hours worked per week).

Q: *Will I be charged an OCAP rate every year?*

A: The OCAP rate per employee will continue to be a consideration every year as Health Benefit premiums and plans and contract language are subject to change each year.

Q: *If I am an Early Retiree (ages 55-64), am I charged an OCAP Contribution?*

A: Yes, an Early Retiree is charged an OCAP contribution unless they are in one of the groups below.

NMFT-Certificated, Management, Supervisor, Confidential Employees retiring on or before June 30, 2011 will not be charged an OCAP contribution up to age 65 at which time early retiree benefits end.

CSEA-Classified Employees retiring on or before June 30, 2012 will not be charged an OCAP contribution up to age 65 at which time early retiree benefits end.