

2016	12-MONTH			9-MONTH			10-MONTH		
	EE	EE+1	FAM	EE	EE+1	FAM	EE	EE+1	FAM
KAISER HIGH	\$722.98	\$1,445.96	\$2,046.04	\$963.97	\$1,927.95	\$2,728.05	\$867.58	\$1,735.15	\$2,455.25
KAISER LOW	\$701.22	\$1,402.45	\$1,984.46	\$934.96	\$1,869.93	\$2,645.95	\$841.46	\$1,682.94	\$2,381.35
HEALTH NET HIGH	\$1,421.92	\$2,847.85	\$4,029.71	\$1,895.89	\$3,797.13	\$5,372.95	\$1,706.30	\$3,417.42	\$4,835.65
HEALTH NET LOW	\$1,229.35	\$2,458.72	\$3,479.08	\$1,639.13	\$3,278.29	\$4,638.77	\$1,475.22	\$2,950.46	\$4,174.90
HEALTH NET PPO	\$1,008.89	\$2,017.75	\$2,855.15	\$1,345.19	\$2,690.33	\$3,806.87	\$1,210.67	\$2,421.30	\$3,426.18
DELTA DENTAL PPO	\$109.98	\$109.98	\$109.98	\$146.64	\$146.64	\$146.64	\$131.98	\$131.98	\$131.98
DELTACARE DHMO	\$32.21	\$32.21	\$32.21	\$42.95	\$42.95	\$42.95	\$38.65	\$38.65	\$38.65
VSP	\$11.11	\$22.23	\$35.81	\$14.81	\$29.64	\$47.75	\$13.33	\$26.68	\$42.97
AS OF	UPDATED 8/05/2016								

CERTIFICATED SALARIED EMPLOYEES - BFT
K-12 SALARIED AND EARLY CHILDHOOD EDUCATION SALARIED
AMOUNT TO BE PAID WILL BE BASED ON ACTUAL FTE. TABLES ARE ESTIMATES ONLY

	KAISER HMO (High Option)			KAISER HMO (Low Option)			HEALTH NET HMO (High Option)			HEALTH NET HMO (Low Option)		
	Employee Only Employee + 1 Employee + 2/more			Employee Only Employee + 1 Employee + 2/more			Employee Only Employee + 1 Employee + 2/more			Employee Only Employee + 1 Employee + 2/more		
FTE	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more
Caps	\$438.27	\$796.54	\$1,093.90	\$438.27	\$796.54	\$1,093.90	\$511.80	\$946.12	\$1,093.90	\$511.80	\$946.12	\$1,093.90
0.04	\$705.45	\$1,414.10	\$2,002.28	\$683.69	\$1,370.59	\$1,940.70	\$1,401.45	\$2,810.01	\$3,985.95	\$1,208.88	\$2,420.88	\$3,435.32
0.08	\$687.92	\$1,382.24	\$1,958.53	\$666.16	\$1,338.73	\$1,896.95	\$1,380.98	\$2,772.16	\$3,942.20	\$1,188.41	\$2,383.03	\$3,391.57
0.10	\$679.15	\$1,366.31	\$1,936.65	\$657.39	\$1,322.80	\$1,875.07	\$1,370.74	\$2,753.24	\$3,920.32	\$1,178.17	\$2,364.11	\$3,369.69
0.12	\$670.39	\$1,350.38	\$1,914.77	\$648.63	\$1,306.87	\$1,853.19	\$1,360.50	\$2,734.32	\$3,898.44	\$1,167.93	\$2,345.19	\$3,347.81
0.16	\$652.86	\$1,318.51	\$1,871.02	\$631.10	\$1,275.00	\$1,809.44	\$1,340.03	\$2,696.47	\$3,854.69	\$1,147.46	\$2,307.34	\$3,304.06
0.20	\$635.33	\$1,286.65	\$1,827.26	\$613.57	\$1,243.14	\$1,765.68	\$1,319.56	\$2,658.63	\$3,810.93	\$1,126.99	\$2,269.50	\$3,260.30
0.24	\$617.80	\$1,254.79	\$1,783.50	\$596.04	\$1,211.28	\$1,721.92	\$1,299.09	\$2,620.78	\$3,767.17	\$1,106.52	\$2,231.65	\$3,216.54
0.28	\$600.26	\$1,222.93	\$1,739.75	\$578.50	\$1,179.42	\$1,678.17	\$1,278.62	\$2,582.94	\$3,723.42	\$1,086.05	\$2,193.81	\$3,172.79
0.30	\$591.50	\$1,207.00	\$1,717.87	\$569.74	\$1,163.49	\$1,656.29	\$1,268.38	\$2,564.01	\$3,701.54	\$1,075.81	\$2,174.88	\$3,150.91
0.32	\$582.73	\$1,191.07	\$1,695.99	\$560.97	\$1,147.56	\$1,634.41	\$1,258.14	\$2,545.09	\$3,679.66	\$1,065.57	\$2,155.96	\$3,129.03
0.36	\$565.20	\$1,159.21	\$1,652.24	\$543.44	\$1,115.70	\$1,590.66	\$1,237.67	\$2,507.25	\$3,635.91	\$1,045.10	\$2,118.12	\$3,085.28
0.40	\$547.67	\$1,127.34	\$1,608.48	\$525.91	\$1,083.83	\$1,546.90	\$1,217.20	\$2,469.40	\$3,592.15	\$1,024.63	\$2,080.27	\$3,041.52
0.44	\$530.14	\$1,095.48	\$1,564.72	\$508.38	\$1,051.97	\$1,503.14	\$1,196.73	\$2,431.56	\$3,548.39	\$1,004.16	\$2,042.43	\$2,997.76
0.48	\$512.61	\$1,063.62	\$1,520.97	\$490.85	\$1,020.11	\$1,459.39	\$1,176.26	\$2,393.71	\$3,504.64	\$983.69	\$2,004.58	\$2,954.01
0.50	\$503.85	\$1,047.69	\$1,499.09	\$482.09	\$1,004.18	\$1,437.51	\$1,166.02	\$2,374.79	\$3,482.76	\$973.45	\$1,985.66	\$2,932.13
0.52	\$495.08	\$1,031.76	\$1,477.21	\$473.32	\$988.25	\$1,415.63	\$1,155.78	\$2,355.87	\$3,460.88	\$963.21	\$1,966.74	\$2,910.25
0.56	\$477.55	\$999.90	\$1,433.46	\$455.79	\$956.39	\$1,371.88	\$1,135.31	\$2,318.02	\$3,417.13	\$942.74	\$1,928.89	\$2,866.50
0.60	\$460.02	\$968.04	\$1,389.70	\$438.26	\$924.53	\$1,328.12	\$1,114.84	\$2,280.18	\$3,373.37	\$922.27	\$1,891.05	\$2,822.74
0.64	\$442.49	\$936.17	\$1,345.94	\$420.73	\$892.66	\$1,284.36	\$1,094.37	\$2,242.33	\$3,329.61	\$901.80	\$1,853.20	\$2,778.98
0.68	\$424.96	\$904.31	\$1,302.19	\$403.20	\$860.80	\$1,240.61	\$1,073.90	\$2,204.49	\$3,285.86	\$881.33	\$1,815.36	\$2,735.23
0.70	\$416.19	\$888.38	\$1,280.31	\$394.43	\$844.87	\$1,218.73	\$1,063.66	\$2,185.57	\$3,263.98	\$871.09	\$1,796.44	\$2,713.35
0.72	\$407.43	\$872.45	\$1,258.43	\$385.67	\$828.94	\$1,196.85	\$1,053.42	\$2,166.64	\$3,242.10	\$860.85	\$1,777.51	\$2,691.47
0.76	\$389.89	\$840.59	\$1,214.68	\$368.13	\$797.08	\$1,153.10	\$1,032.95	\$2,128.80	\$3,198.35	\$840.38	\$1,739.67	\$2,647.72
0.80	\$372.36	\$808.73	\$1,170.92	\$350.60	\$765.22	\$1,109.34	\$1,012.48	\$2,090.95	\$3,154.59	\$819.91	\$1,701.82	\$2,603.96
0.84	\$354.83	\$776.87	\$1,127.16	\$333.07	\$733.36	\$1,065.58	\$992.01	\$2,053.11	\$3,110.83	\$799.44	\$1,663.98	\$2,560.20
0.88	\$337.30	\$745.00	\$1,083.41	\$315.54	\$701.49	\$1,021.83	\$971.54	\$2,015.26	\$3,067.08	\$778.97	\$1,626.13	\$2,516.45
0.90	\$328.54	\$729.07	\$1,061.53	\$306.78	\$685.56	\$999.95	\$961.30	\$1,996.34	\$3,045.20	\$768.73	\$1,607.21	\$2,494.57
0.92	\$319.77	\$713.14	\$1,039.65	\$298.01	\$669.63	\$978.07	\$951.06	\$1,977.42	\$3,023.32	\$758.49	\$1,588.29	\$2,472.69
0.96	\$302.24	\$681.28	\$995.90	\$280.48	\$637.77	\$934.32	\$930.59	\$1,939.57	\$2,979.57	\$738.02	\$1,550.44	\$2,428.94
1.00	\$284.71	\$649.42	\$952.14	\$262.95	\$605.91	\$890.56	\$910.12	\$1,901.73	\$2,935.81	\$717.55	\$1,512.60	\$2,385.18

CERTIFICATED SALARIED EMPLOYEES - BFT
K-12 SALARIED AND EARLY CHILDHOOD EDUCATION SALARIED
AMOUNT TO BE PAID WILL BE BASED ON ACTUAL FTE. TABLES ARE ESTIMATES ONLY

	HEALTH NET PPO PLAN			HEALTH NET POS PLAN			DELTA DENTAL		VSP (Vision Plan) (100% Employee Contribution)		
							Delta Care DHMO	PPO			
Employee Only	\$1,008.89			NO LONGER AVAILABLE			\$32.21	\$109.98	\$11.11		
Employee + 1	\$2,017.75						\$32.21	\$109.98	\$22.23		
Employee + 2/more	\$2,855.15						\$32.21	\$109.98	\$35.81		
FTE	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more	Employee Only or Family	Employee Only or Family	Employee Only	Employee +1	Employee + 2/more
Caps	\$511.80	\$946.12	\$1,093.90				\$66.15	\$66.15	\$0.00	\$0.00	\$0.00
0.04	\$988.42	\$1,979.91	\$2,811.39				\$29.56	\$107.33	\$11.11	\$22.23	\$35.81
0.08	\$967.95	\$1,942.06	\$2,767.64				\$26.92	\$104.69	\$11.11	\$22.23	\$35.81
0.10	\$957.71	\$1,923.14	\$2,745.76				\$25.60	\$103.37	\$11.11	\$22.23	\$35.81
0.12	\$947.47	\$1,904.22	\$2,723.88				\$24.27	\$102.04	\$11.11	\$22.23	\$35.81
0.16	\$927.00	\$1,866.37	\$2,680.13				\$21.63	\$99.40	\$11.11	\$22.23	\$35.81
0.20	\$906.53	\$1,828.53	\$2,636.37				\$18.98	\$96.75	\$11.11	\$22.23	\$35.81
0.24	\$886.06	\$1,790.68	\$2,592.61				\$16.33	\$94.10	\$11.11	\$22.23	\$35.81
0.28	\$865.59	\$1,752.84	\$2,548.86				\$13.69	\$91.46	\$11.11	\$22.23	\$35.81
0.30	\$855.35	\$1,733.91	\$2,526.98				\$12.37	\$90.14	\$11.11	\$22.23	\$35.81
0.32	\$845.11	\$1,714.99	\$2,505.10				\$11.04	\$88.81	\$11.11	\$22.23	\$35.81
0.36	\$824.64	\$1,677.15	\$2,461.35				\$8.40	\$86.17	\$11.11	\$22.23	\$35.81
0.40	\$804.17	\$1,639.30	\$2,417.59				\$5.75	\$83.52	\$11.11	\$22.23	\$35.81
0.44	\$783.70	\$1,601.46	\$2,373.83				\$3.10	\$80.87	\$11.11	\$22.23	\$35.81
0.48	\$763.23	\$1,563.61	\$2,330.08				\$0.46	\$78.23	\$11.11	\$22.23	\$35.81
0.50	\$752.99	\$1,544.69	\$2,308.20				\$0.00	\$76.91	\$11.11	\$22.23	\$35.81
0.52	\$742.75	\$1,525.77	\$2,286.32				\$0.00	\$75.58	\$11.11	\$22.23	\$35.81
0.56	\$722.28	\$1,487.92	\$2,242.57				\$0.00	\$72.94	\$11.11	\$22.23	\$35.81
0.60	\$701.81	\$1,450.08	\$2,198.81				\$0.00	\$70.29	\$11.11	\$22.23	\$35.81
0.64	\$681.34	\$1,412.23	\$2,155.05				\$0.00	\$67.64	\$11.11	\$22.23	\$35.81
0.68	\$660.87	\$1,374.39	\$2,111.30				\$0.00	\$65.00	\$11.11	\$22.23	\$35.81
0.70	\$650.63	\$1,355.47	\$2,089.42				\$0.00	\$63.68	\$11.11	\$22.23	\$35.81
0.72	\$640.39	\$1,336.54	\$2,067.54				\$0.00	\$62.35	\$11.11	\$22.23	\$35.81
0.76	\$619.92	\$1,298.70	\$2,023.79				\$0.00	\$59.71	\$11.11	\$22.23	\$35.81
0.80	\$599.45	\$1,260.85	\$1,980.03				\$0.00	\$57.06	\$11.11	\$22.23	\$35.81
0.84	\$578.98	\$1,223.01	\$1,936.27				\$0.00	\$54.41	\$11.11	\$22.23	\$35.81
0.88	\$558.51	\$1,185.16	\$1,892.52				\$0.00	\$51.77	\$11.11	\$22.23	\$35.81
0.90	\$548.27	\$1,166.24	\$1,870.64				\$0.00	\$50.45	\$11.11	\$22.23	\$35.81
0.92	\$538.03	\$1,147.32	\$1,848.76				\$0.00	\$49.12	\$11.11	\$22.23	\$35.81
0.96	\$517.56	\$1,109.47	\$1,805.01				\$0.00	\$46.48	\$11.11	\$22.23	\$35.81
1.00	\$497.09	\$1,071.63	\$1,761.25				\$0.00	\$43.83	\$11.11	\$22.23	\$35.81

BCCE Local 6192 - IAPP/OTBS/OSS Units - TWELVE (12) MONTH EMPLOYEES
Clerical/Instructional/Paraprofessional/Local 39
AMOUNT TO BE PAID WILL BE BASED ON ACTUAL FTE. TABLES ARE ESTIMATES ONLY

Employee Only Employee + 1 Employee + 2/more	KAISER HMO (High Option)			KAISER HMO (Low Option)			HEALTH NET HMO (High Option)			HEALTH NET HMO (Low Option)			Cash In Lieu of Benefits Monthly Rate
	\$722.98 \$1,445.96 \$2,046.04			\$701.22 \$1,402.45 \$1,984.46			\$1,421.92 \$2,847.85 \$4,029.71			\$1,229.35 \$2,458.72 \$3,479.08			80% of \$722.98= \$578.38
FTE	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more	Paid to Employee per month
Caps	\$880.71	\$1,089.33	\$1,222.52	\$880.71	\$1,089.33	\$1,222.52	\$880.71	\$1,089.33	\$1,222.52	\$880.71	\$1,089.33	\$1,222.52	
0.0000	\$722.98	\$1,445.96	\$2,046.04	\$701.22	\$1,402.45	\$1,984.46	\$1,421.92	\$2,847.85	\$4,029.71	\$1,229.35	\$2,458.72	\$3,479.08	\$0.00
0.0333	\$693.65	\$1,409.69	\$2,005.33	\$671.89	\$1,366.18	\$1,943.75	\$1,392.59	\$2,811.58	\$3,989.00	\$1,200.02	\$2,422.45	\$3,438.37	\$19.26
0.0667	\$664.24	\$1,373.30	\$1,964.50	\$642.48	\$1,329.79	\$1,902.92	\$1,363.18	\$2,775.19	\$3,948.17	\$1,170.61	\$2,386.06	\$3,397.54	\$38.58
0.1000	\$634.91	\$1,337.03	\$1,923.79	\$613.15	\$1,293.52	\$1,862.21	\$1,333.85	\$2,738.92	\$3,907.46	\$1,141.28	\$2,349.79	\$3,356.83	\$57.84
0.1333	\$605.58	\$1,300.75	\$1,883.08	\$583.82	\$1,257.24	\$1,821.50	\$1,304.52	\$2,702.64	\$3,866.75	\$1,111.95	\$2,313.51	\$3,316.12	\$77.10
0.1667	\$576.17	\$1,264.37	\$1,842.25	\$554.41	\$1,220.86	\$1,780.67	\$1,275.11	\$2,666.26	\$3,825.92	\$1,082.54	\$2,277.13	\$3,275.29	\$96.42
0.2000	\$546.84	\$1,228.09	\$1,801.54	\$525.08	\$1,184.58	\$1,739.96	\$1,245.78	\$2,629.98	\$3,785.21	\$1,053.21	\$2,240.85	\$3,234.58	\$115.68
0.2333	\$517.51	\$1,191.82	\$1,760.83	\$495.75	\$1,148.31	\$1,699.25	\$1,216.45	\$2,593.71	\$3,744.50	\$1,023.88	\$2,204.58	\$3,193.87	\$134.94
0.2667	\$488.09	\$1,155.44	\$1,719.99	\$466.33	\$1,111.93	\$1,658.41	\$1,187.03	\$2,557.33	\$3,703.66	\$994.46	\$2,168.20	\$3,153.03	\$154.26
0.3000	\$458.77	\$1,119.16	\$1,679.28	\$437.01	\$1,075.65	\$1,617.70	\$1,157.71	\$2,521.05	\$3,662.95	\$965.14	\$2,131.92	\$3,112.32	\$173.52
0.3333	\$429.44	\$1,082.89	\$1,638.57	\$407.68	\$1,039.38	\$1,576.99	\$1,128.38	\$2,484.78	\$3,622.24	\$935.81	\$2,095.65	\$3,071.61	\$192.78
0.3667	\$400.02	\$1,046.50	\$1,597.74	\$378.26	\$1,002.99	\$1,536.16	\$1,098.96	\$2,448.39	\$3,581.41	\$906.39	\$2,059.26	\$3,030.78	\$212.09
0.4000	\$370.70	\$1,010.23	\$1,557.03	\$348.94	\$966.72	\$1,495.45	\$1,069.64	\$2,412.12	\$3,540.70	\$877.07	\$2,022.99	\$2,990.07	\$231.35
0.4333	\$341.37	\$973.95	\$1,516.32	\$319.61	\$930.44	\$1,454.74	\$1,040.31	\$2,375.84	\$3,499.99	\$847.74	\$1,986.71	\$2,949.36	\$250.61
0.4667	\$311.95	\$937.57	\$1,475.49	\$290.19	\$894.06	\$1,413.91	\$1,010.89	\$2,339.46	\$3,459.16	\$818.32	\$1,950.33	\$2,908.53	\$269.93
0.5000	\$282.63	\$901.30	\$1,434.78	\$260.87	\$857.79	\$1,373.20	\$981.57	\$2,303.19	\$3,418.45	\$789.00	\$1,914.06	\$2,867.82	\$289.19
0.5333	\$253.30	\$865.02	\$1,394.07	\$231.54	\$821.51	\$1,332.49	\$952.24	\$2,266.91	\$3,377.74	\$759.67	\$1,877.78	\$2,827.11	\$308.45
0.5667	\$223.88	\$828.64	\$1,353.24	\$202.12	\$785.13	\$1,291.66	\$922.82	\$2,230.53	\$3,336.91	\$730.25	\$1,841.40	\$2,786.28	\$327.77
0.6000	\$194.55	\$792.36	\$1,312.53	\$172.79	\$748.85	\$1,250.95	\$893.49	\$2,194.25	\$3,296.20	\$700.92	\$1,805.12	\$2,745.57	\$347.03
0.6333	\$165.23	\$756.09	\$1,271.82	\$143.47	\$712.58	\$1,210.24	\$864.17	\$2,157.98	\$3,255.49	\$671.60	\$1,768.85	\$2,704.86	\$366.29
0.6667	\$135.81	\$719.70	\$1,230.99	\$114.05	\$676.19	\$1,169.41	\$834.75	\$2,121.59	\$3,214.66	\$642.18	\$1,732.46	\$2,664.03	\$385.61
0.7000	\$106.48	\$683.43	\$1,190.28	\$84.72	\$639.92	\$1,128.70	\$805.42	\$2,085.32	\$3,173.95	\$612.85	\$1,696.19	\$2,623.32	\$404.87
0.7333	\$0.00	\$356.63	\$823.52	\$0.00	\$313.12	\$761.94	\$541.21	\$1,758.52	\$2,807.19	\$348.64	\$1,369.39	\$2,256.56	\$578.38
0.7667	\$0.00	\$356.63	\$823.52	\$0.00	\$313.12	\$761.94	\$541.21	\$1,758.52	\$2,807.19	\$348.64	\$1,369.39	\$2,256.56	\$578.38
0.8000	\$0.00	\$356.63	\$823.52	\$0.00	\$313.12	\$761.94	\$541.21	\$1,758.52	\$2,807.19	\$348.64	\$1,369.39	\$2,256.56	\$578.38
0.8333	\$0.00	\$356.63	\$823.52	\$0.00	\$313.12	\$761.94	\$541.21	\$1,758.52	\$2,807.19	\$348.64	\$1,369.39	\$2,256.56	\$578.38
0.8667	\$0.00	\$356.63	\$823.52	\$0.00	\$313.12	\$761.94	\$541.21	\$1,758.52	\$2,807.19	\$348.64	\$1,369.39	\$2,256.56	\$578.38
0.9000	\$0.00	\$356.63	\$823.52	\$0.00	\$313.12	\$761.94	\$541.21	\$1,758.52	\$2,807.19	\$348.64	\$1,369.39	\$2,256.56	\$578.38
0.9333	\$0.00	\$356.63	\$823.52	\$0.00	\$313.12	\$761.94	\$541.21	\$1,758.52	\$2,807.19	\$348.64	\$1,369.39	\$2,256.56	\$578.38
0.9667	\$0.00	\$356.63	\$823.52	\$0.00	\$313.12	\$761.94	\$541.21	\$1,758.52	\$2,807.19	\$348.64	\$1,369.39	\$2,256.56	\$578.38
1.0000	\$0.00	\$356.63	\$823.52	\$0.00	\$313.12	\$761.94	\$541.21	\$1,758.52	\$2,807.19	\$348.64	\$1,369.39	\$2,256.56	\$578.38

January 1, 2016

UPDATED 8/05/2016

BCCE Local 6192 - IAPP/OTBS/OSS Units - TWELVE (12) MONTH EMPLOYEES

Clerical/Instructional/Paraprofessional/Local 39

AMOUNT TO BE PAID WILL BE BASED ON ACTUAL FTE. TABLES ARE ESTIMATES ONLY

Employee Only Employee + 1 Employee + 2/more	HEALTH NET PPO PLAN			HEALTH NET POS PLAN			DELTA DENTAL		VSP (Vision Plan) (100% Employee Contribution)		
				NO LONGER AVAILABLE			DeltaCare DHMO	PPO			
	FTE	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more	Employee Only or Family	Employee Only or Family	Employee Only	Employee +1
	\$880.71	\$1,089.33	\$1,222.52				\$66.15	\$66.15	\$0.00	\$0.00	\$0.00
0.0000	\$1,008.89	\$2,017.75	\$2,855.15				\$32.21	\$109.98	\$11.11	\$22.23	\$35.81
0.0333	\$979.56	\$1,981.48	\$2,814.44				\$30.01	\$107.78	\$11.11	\$22.23	\$35.81
0.0667	\$950.15	\$1,945.09	\$2,773.61				\$27.80	\$105.57	\$11.11	\$22.23	\$35.81
0.1000	\$920.82	\$1,908.82	\$2,732.90				\$25.60	\$103.37	\$11.11	\$22.23	\$35.81
0.1333	\$891.49	\$1,872.54	\$2,692.19				\$23.39	\$101.16	\$11.11	\$22.23	\$35.81
0.1667	\$862.08	\$1,836.16	\$2,651.36				\$21.18	\$98.95	\$11.11	\$22.23	\$35.81
0.2000	\$832.75	\$1,799.88	\$2,610.65				\$18.98	\$96.75	\$11.11	\$22.23	\$35.81
0.2333	\$803.42	\$1,763.61	\$2,569.94				\$16.78	\$94.55	\$11.11	\$22.23	\$35.81
0.2667	\$774.00	\$1,727.23	\$2,529.10				\$14.57	\$92.34	\$11.11	\$22.23	\$35.81
0.3000	\$744.68	\$1,690.95	\$2,488.39				\$12.37	\$90.14	\$11.11	\$22.23	\$35.81
0.3333	\$715.35	\$1,654.68	\$2,447.68				\$10.16	\$87.93	\$11.11	\$22.23	\$35.81
0.3667	\$685.93	\$1,618.29	\$2,406.85				\$7.95	\$85.72	\$11.11	\$22.23	\$35.81
0.4000	\$656.61	\$1,582.02	\$2,366.14				\$5.75	\$83.52	\$11.11	\$22.23	\$35.81
0.4333	\$627.28	\$1,545.74	\$2,325.43				\$3.55	\$81.32	\$11.11	\$22.23	\$35.81
0.4667	\$597.86	\$1,509.36	\$2,284.60				\$1.34	\$79.11	\$11.11	\$22.23	\$35.81
0.5000	\$568.54	\$1,473.09	\$2,243.89				\$0.00	\$76.91	\$11.11	\$22.23	\$35.81
0.5333	\$539.21	\$1,436.81	\$2,203.18				\$0.00	\$74.70	\$11.11	\$22.23	\$35.81
0.5667	\$509.79	\$1,400.43	\$2,162.35				\$0.00	\$72.49	\$11.11	\$22.23	\$35.81
0.6000	\$480.46	\$1,364.15	\$2,121.64				\$0.00	\$70.29	\$11.11	\$22.23	\$35.81
0.6333	\$451.14	\$1,327.88	\$2,080.93				\$0.00	\$68.09	\$11.11	\$22.23	\$35.81
0.6667	\$421.72	\$1,291.49	\$2,040.10				\$0.00	\$65.88	\$11.11	\$22.23	\$35.81
0.7000	\$392.39	\$1,255.22	\$1,999.39				\$0.00	\$63.68	\$11.11	\$22.23	\$35.81
0.7333	\$128.18	\$928.42	\$1,632.63				\$0.00	\$43.83	\$11.11	\$22.23	\$35.81
0.7667	\$128.18	\$928.42	\$1,632.63				\$0.00	\$43.83	\$11.11	\$22.23	\$35.81
0.8000	\$128.18	\$928.42	\$1,632.63				\$0.00	\$43.83	\$11.11	\$22.23	\$35.81
0.8333	\$128.18	\$928.42	\$1,632.63				\$0.00	\$43.83	\$11.11	\$22.23	\$35.81
0.8667	\$128.18	\$928.42	\$1,632.63				\$0.00	\$43.83	\$11.11	\$22.23	\$35.81
0.9000	\$128.18	\$928.42	\$1,632.63				\$0.00	\$43.83	\$11.11	\$22.23	\$35.81
0.9333	\$128.18	\$928.42	\$1,632.63				\$0.00	\$43.83	\$11.11	\$22.23	\$35.81
0.9667	\$128.18	\$928.42	\$1,632.63				\$0.00	\$43.83	\$11.11	\$22.23	\$35.81
1.0000	\$128.18	\$928.42	\$1,632.63				\$0.00	\$43.83	\$11.11	\$22.23	\$35.81

BCCE Local 6192 - IAPP/OTBS/OSS Units - TEN (10) MONTH EMPLOYEES
the amounts below are deducted from September through June end of month payrolls
AMOUNT TO BE PAID WILL BE BASED ON ACTUAL FTE. TABLES ARE ESTIMATES ONLY

Employee Only Employee + 1 Employee + 2/more	KAISER HMO (High Option) 10-Month Rates			KAISER HMO (Low Option) 10-Month Rates			HEALTH NET HMO (High Option) 10-Month Rates			HEALTH NET HMO (Low Option) 10-Month Rates			Cash In Lieu of Benefits (paid 10 months)
	\$867.58 \$1,735.15 \$2,455.25			\$841.46 \$1,682.94 \$2,381.35			\$1,706.30 \$3,417.42 \$4,835.65			\$1,475.22 \$2,950.46 \$4,174.90			80% of \$867.58 \$694.06
FTE	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more	Paid to Employee per month
Caps	\$1,056.85	\$1,307.20	\$1,467.02	\$1,056.85	\$1,307.20	\$1,467.02	\$1,056.85	\$1,307.20	\$1,467.02	\$1,056.85	\$1,307.20	\$1,467.02	
0.0000	\$867.58	\$1,735.15	\$2,455.25	\$841.46	\$1,682.94	\$2,381.35	\$1,706.30	\$3,417.42	\$4,835.65	\$1,475.22	\$2,950.46	\$4,174.90	\$0.00
0.0333	\$832.38	\$1,691.62	\$2,406.40	\$806.27	\$1,639.41	\$2,332.50	\$1,671.11	\$3,373.89	\$4,786.80	\$1,440.03	\$2,906.93	\$4,126.04	\$23.11
0.0667	\$797.08	\$1,647.96	\$2,357.40	\$770.97	\$1,595.75	\$2,283.50	\$1,635.81	\$3,330.23	\$4,737.80	\$1,404.73	\$2,863.27	\$4,077.05	\$46.29
0.1000	\$761.89	\$1,604.43	\$2,308.55	\$735.78	\$1,552.22	\$2,234.65	\$1,600.62	\$3,286.70	\$4,688.95	\$1,369.54	\$2,819.74	\$4,028.19	\$69.41
0.1333	\$726.70	\$1,560.90	\$2,259.69	\$700.59	\$1,508.69	\$2,185.80	\$1,565.43	\$3,243.17	\$4,640.10	\$1,334.34	\$2,776.21	\$3,979.34	\$92.52
0.1667	\$691.40	\$1,517.24	\$2,210.70	\$665.29	\$1,465.03	\$2,136.80	\$1,530.13	\$3,199.51	\$4,591.10	\$1,299.04	\$2,732.55	\$3,930.34	\$115.70
0.2000	\$656.21	\$1,473.71	\$2,161.84	\$630.09	\$1,421.50	\$2,087.95	\$1,494.93	\$3,155.98	\$4,542.25	\$1,263.85	\$2,689.02	\$3,881.49	\$138.81
0.2333	\$621.01	\$1,430.18	\$2,112.99	\$594.90	\$1,377.97	\$2,039.10	\$1,459.74	\$3,112.45	\$4,493.40	\$1,228.66	\$2,645.50	\$3,832.64	\$161.92
0.2667	\$585.71	\$1,386.52	\$2,063.99	\$559.60	\$1,334.31	\$1,990.10	\$1,424.44	\$3,068.79	\$4,444.40	\$1,193.36	\$2,601.83	\$3,783.64	\$185.11
0.3000	\$550.52	\$1,342.99	\$2,015.14	\$524.41	\$1,290.78	\$1,941.24	\$1,389.25	\$3,025.26	\$4,395.54	\$1,158.17	\$2,558.31	\$3,734.79	\$208.22
0.3333	\$515.33	\$1,299.46	\$1,966.29	\$489.22	\$1,247.25	\$1,892.39	\$1,354.06	\$2,981.73	\$4,346.69	\$1,122.97	\$2,514.78	\$3,685.94	\$231.33
0.3667	\$480.03	\$1,255.80	\$1,917.29	\$453.92	\$1,203.59	\$1,843.39	\$1,318.76	\$2,938.07	\$4,297.69	\$1,087.67	\$2,471.12	\$3,636.94	\$254.51
0.4000	\$444.84	\$1,212.27	\$1,868.44	\$418.72	\$1,160.06	\$1,794.54	\$1,283.56	\$2,894.54	\$4,248.84	\$1,052.48	\$2,427.59	\$3,588.09	\$277.62
0.4333	\$409.64	\$1,168.74	\$1,819.59	\$383.53	\$1,116.53	\$1,745.69	\$1,248.37	\$2,851.01	\$4,199.99	\$1,017.29	\$2,384.06	\$3,539.23	\$300.74
0.4667	\$374.34	\$1,125.08	\$1,770.59	\$348.23	\$1,072.87	\$1,696.69	\$1,213.07	\$2,807.35	\$4,150.99	\$981.99	\$2,340.40	\$3,490.24	\$323.92
0.5000	\$339.15	\$1,081.55	\$1,721.74	\$313.04	\$1,029.34	\$1,647.84	\$1,177.88	\$2,763.82	\$4,102.14	\$946.80	\$2,296.87	\$3,441.38	\$347.03
0.5333	\$303.96	\$1,038.02	\$1,672.88	\$277.85	\$985.81	\$1,598.99	\$1,142.69	\$2,720.29	\$4,053.29	\$911.60	\$2,253.34	\$3,392.53	\$370.14
0.5667	\$268.66	\$994.36	\$1,623.89	\$242.55	\$942.15	\$1,549.99	\$1,107.39	\$2,676.63	\$4,004.29	\$876.30	\$2,209.68	\$3,343.53	\$393.32
0.6000	\$233.47	\$950.83	\$1,575.03	\$207.35	\$898.62	\$1,501.14	\$1,072.19	\$2,633.10	\$3,955.44	\$841.11	\$2,166.15	\$3,294.68	\$416.44
0.6333	\$198.27	\$907.30	\$1,526.18	\$172.16	\$855.09	\$1,452.29	\$1,037.00	\$2,589.57	\$3,906.59	\$805.92	\$2,122.62	\$3,245.83	\$439.55
0.6667	\$162.97	\$863.64	\$1,477.18	\$136.86	\$811.43	\$1,403.29	\$1,001.70	\$2,545.91	\$3,857.59	\$770.62	\$2,078.96	\$3,196.83	\$462.73
0.7000	\$127.78	\$820.11	\$1,428.33	\$101.67	\$767.90	\$1,354.44	\$966.51	\$2,502.38	\$3,808.74	\$735.43	\$2,035.43	\$3,147.98	\$485.84
0.7333	\$0.00	\$427.96	\$988.22	\$0.00	\$375.74	\$914.33	\$649.45	\$2,110.22	\$3,368.63	\$418.37	\$1,643.27	\$2,707.87	\$694.06
0.7667	\$0.00	\$427.96	\$988.22	\$0.00	\$375.74	\$914.33	\$649.45	\$2,110.22	\$3,368.63	\$418.37	\$1,643.27	\$2,707.87	\$694.06
0.8000	\$0.00	\$427.96	\$988.22	\$0.00	\$375.74	\$914.33	\$649.45	\$2,110.22	\$3,368.63	\$418.37	\$1,643.27	\$2,707.87	\$694.06
0.8333	\$0.00	\$427.96	\$988.22	\$0.00	\$375.74	\$914.33	\$649.45	\$2,110.22	\$3,368.63	\$418.37	\$1,643.27	\$2,707.87	\$694.06
0.8667	\$0.00	\$427.96	\$988.22	\$0.00	\$375.74	\$914.33	\$649.45	\$2,110.22	\$3,368.63	\$418.37	\$1,643.27	\$2,707.87	\$694.06
0.9000	\$0.00	\$427.96	\$988.22	\$0.00	\$375.74	\$914.33	\$649.45	\$2,110.22	\$3,368.63	\$418.37	\$1,643.27	\$2,707.87	\$694.06
0.9333	\$0.00	\$427.96	\$988.22	\$0.00	\$375.74	\$914.33	\$649.45	\$2,110.22	\$3,368.63	\$418.37	\$1,643.27	\$2,707.87	\$694.06
0.9667	\$0.00	\$427.96	\$988.22	\$0.00	\$375.74	\$914.33	\$649.45	\$2,110.22	\$3,368.63	\$418.37	\$1,643.27	\$2,707.87	\$694.06
1.0000	\$0.00	\$427.96	\$988.22	\$0.00	\$375.74	\$914.33	\$649.45	\$2,110.22	\$3,368.63	\$418.37	\$1,643.27	\$2,707.87	\$694.06

January 1, 2016

UPDATED 8/05/2016

BCCE Local 6192 - IAPP/OTBS/OSS Units - TEN (10) MONTH EMPLOYEES
the amounts below are deducted from September through June end of month payrolls
AMOUNT TO BE PAID WILL BE BASED ON ACTUAL FTE. TABLES ARE ESTIMATES ONLY

Employee Only Employee + 1 Employee + 2/more	HEALTH NET PPO PLAN Month Rates			HEALTH NET POS PLAN 10-Month Rates			DELTA DENTAL Month Rates		VSP (Vision Plan) 10-Month Rates (100% Employee Contribution)		
				NO LONGER AVAILABLE			DeltaCare DHMO	PPO			
	FTE	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more	Employee Only or Family	Employee Only or Family	Employee Only	Employee +1
Caps	\$1,056.85	\$1,307.20	\$1,467.02				\$79.38	\$79.38	\$0.00	\$0.00	\$0.00
0.0000	\$1,210.67	\$2,421.30	\$3,426.18				\$38.65	\$131.98	\$13.33	\$26.68	\$42.97
0.0333	\$1,175.47	\$2,377.77	\$3,377.33				\$36.01	\$129.33	\$13.33	\$26.68	\$42.97
0.0667	\$1,140.18	\$2,334.11	\$3,328.33				\$33.36	\$126.68	\$13.33	\$26.68	\$42.97
0.1000	\$1,104.98	\$2,290.58	\$3,279.48				\$30.72	\$124.04	\$13.33	\$26.68	\$42.97
0.1333	\$1,069.79	\$2,247.05	\$3,230.63				\$28.07	\$121.39	\$13.33	\$26.68	\$42.97
0.1667	\$1,034.49	\$2,203.39	\$3,181.63				\$25.42	\$118.74	\$13.33	\$26.68	\$42.97
0.2000	\$999.30	\$2,159.86	\$3,132.78				\$22.78	\$116.10	\$13.33	\$26.68	\$42.97
0.2333	\$964.10	\$2,116.33	\$3,083.92				\$20.14	\$113.46	\$13.33	\$26.68	\$42.97
0.2667	\$928.81	\$2,072.67	\$3,034.92				\$17.48	\$110.81	\$13.33	\$26.68	\$42.97
0.3000	\$893.61	\$2,029.14	\$2,986.07				\$14.84	\$108.16	\$13.33	\$26.68	\$42.97
0.3333	\$858.42	\$1,985.61	\$2,937.22				\$12.19	\$105.52	\$13.33	\$26.68	\$42.97
0.3667	\$823.12	\$1,941.95	\$2,888.22				\$9.54	\$102.87	\$13.33	\$26.68	\$42.97
0.4000	\$787.93	\$1,898.42	\$2,839.37				\$6.90	\$100.22	\$13.33	\$26.68	\$42.97
0.4333	\$752.73	\$1,854.89	\$2,790.52				\$4.26	\$97.58	\$13.33	\$26.68	\$42.97
0.4667	\$717.44	\$1,811.23	\$2,741.52				\$1.61	\$94.93	\$13.33	\$26.68	\$42.97
0.5000	\$682.24	\$1,767.70	\$2,692.67				\$0.00	\$92.29	\$13.33	\$26.68	\$42.97
0.5333	\$647.05	\$1,724.17	\$2,643.82				\$0.00	\$89.64	\$13.33	\$26.68	\$42.97
0.5667	\$611.75	\$1,680.51	\$2,594.82				\$0.00	\$86.99	\$13.33	\$26.68	\$42.97
0.6000	\$576.56	\$1,636.98	\$2,545.97				\$0.00	\$84.35	\$13.33	\$26.68	\$42.97
0.6333	\$541.36	\$1,593.45	\$2,497.11				\$0.00	\$81.70	\$13.33	\$26.68	\$42.97
0.6667	\$506.07	\$1,549.79	\$2,448.12				\$0.00	\$79.05	\$13.33	\$26.68	\$42.97
0.7000	\$470.87	\$1,506.26	\$2,399.26				\$0.00	\$76.41	\$13.33	\$26.68	\$42.97
0.7333	\$153.82	\$1,114.10	\$1,959.16				\$0.00	\$52.60	\$13.33	\$26.68	\$42.97
0.7667	\$153.82	\$1,114.10	\$1,959.16				\$0.00	\$52.60	\$13.33	\$26.68	\$42.97
0.8000	\$153.82	\$1,114.10	\$1,959.16				\$0.00	\$52.60	\$13.33	\$26.68	\$42.97
0.8333	\$153.82	\$1,114.10	\$1,959.16				\$0.00	\$52.60	\$13.33	\$26.68	\$42.97
0.8667	\$153.82	\$1,114.10	\$1,959.16				\$0.00	\$52.60	\$13.33	\$26.68	\$42.97
0.9000	\$153.82	\$1,114.10	\$1,959.16				\$0.00	\$52.60	\$13.33	\$26.68	\$42.97
0.9333	\$153.82	\$1,114.10	\$1,959.16				\$0.00	\$52.60	\$13.33	\$26.68	\$42.97
0.9667	\$153.82	\$1,114.10	\$1,959.16				\$0.00	\$52.60	\$13.33	\$26.68	\$42.97
1.0000	\$153.82	\$1,114.10	\$1,959.16				\$0.00	\$52.60	\$13.33	\$26.68	\$42.97

LOCAL 21 - CLASSIFIED SALARIED EMPLOYEES - Twelve (12) Month Employees

AMOUNT TO BE PAID WILL BE BASED ON ACTUAL FTE. TABLES ARE ESTIMATES ONLY

Employee Only Employee + 1 Employee + 2/more	KAISER HMO (High Option)			KAISER HMO (Low Option)			HEALTH NET HMO (High Option)			HEALTH NET HMO (Low Option)			Cash In Lieu of Benefits Ten-Month Rate
	\$722.98 \$1,445.96 \$2,046.04			\$701.22 \$1,402.45 \$1,984.46			\$1,421.92 \$2,847.85 \$4,029.71			\$1,229.35 \$2,458.72 \$3,479.08			80% of \$701.22 = \$560.98
FTE	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more	Paid to Employee per month
Caps	\$830.86	\$925.86	\$1,108.90	\$830.86	\$925.86	\$1,108.90	\$830.86	\$925.86	\$1,108.90	\$830.86	\$925.86	\$1,108.90	
0.0000	\$722.98	\$1,445.96	\$2,046.04	\$701.22	\$1,402.45	\$1,984.46	\$1,421.92	\$2,847.85	\$4,029.71	\$1,229.35	\$2,458.72	\$3,479.08	\$0.00
0.0333	\$695.31	\$1,415.13	\$2,009.11	\$673.55	\$1,371.62	\$1,947.53	\$1,394.25	\$2,817.02	\$3,992.78	\$1,201.68	\$2,427.89	\$3,442.15	\$18.68
0.0667	\$667.56	\$1,384.21	\$1,972.08	\$645.80	\$1,340.70	\$1,910.50	\$1,366.50	\$2,786.10	\$3,955.75	\$1,173.93	\$2,396.97	\$3,405.12	\$37.42
0.1000	\$639.89	\$1,353.37	\$1,935.15	\$618.13	\$1,309.86	\$1,873.57	\$1,338.83	\$2,755.26	\$3,918.82	\$1,146.26	\$2,366.13	\$3,368.19	\$56.10
0.1333	\$612.23	\$1,322.54	\$1,898.22	\$590.47	\$1,279.03	\$1,836.64	\$1,311.17	\$2,724.43	\$3,881.89	\$1,118.60	\$2,335.30	\$3,331.26	\$74.78
0.1667	\$584.48	\$1,291.62	\$1,861.19	\$562.72	\$1,248.11	\$1,799.61	\$1,283.42	\$2,693.51	\$3,844.86	\$1,090.85	\$2,304.38	\$3,294.23	\$93.51
0.2000	\$556.81	\$1,260.79	\$1,824.26	\$535.05	\$1,217.28	\$1,762.68	\$1,255.75	\$2,662.68	\$3,807.93	\$1,063.18	\$2,273.55	\$3,257.30	\$112.20
0.2333	\$529.14	\$1,229.96	\$1,787.33	\$507.38	\$1,186.45	\$1,725.75	\$1,228.08	\$2,631.85	\$3,771.00	\$1,035.51	\$2,242.72	\$3,220.37	\$130.88
0.2667	\$501.39	\$1,199.03	\$1,750.30	\$479.63	\$1,155.52	\$1,688.72	\$1,200.33	\$2,600.92	\$3,733.97	\$1,007.76	\$2,211.79	\$3,183.34	\$149.61
0.3000	\$473.72	\$1,168.20	\$1,713.37	\$451.96	\$1,124.69	\$1,651.79	\$1,172.66	\$2,570.09	\$3,697.04	\$980.09	\$2,180.96	\$3,146.41	\$168.29
0.3333	\$446.05	\$1,137.37	\$1,676.44	\$424.29	\$1,093.86	\$1,614.86	\$1,144.99	\$2,539.26	\$3,660.11	\$952.42	\$2,150.13	\$3,109.48	\$186.97
0.3667	\$418.30	\$1,106.45	\$1,639.41	\$396.54	\$1,062.94	\$1,577.83	\$1,117.24	\$2,508.34	\$3,623.08	\$924.67	\$2,119.21	\$3,072.45	\$205.71
0.4000	\$390.64	\$1,075.62	\$1,602.48	\$368.88	\$1,032.11	\$1,540.90	\$1,089.58	\$2,477.51	\$3,586.15	\$897.01	\$2,088.38	\$3,035.52	\$224.39
0.4333	\$362.97	\$1,044.78	\$1,565.55	\$341.21	\$1,001.27	\$1,503.97	\$1,061.91	\$2,446.67	\$3,549.22	\$869.34	\$2,057.54	\$2,998.59	\$243.07
0.4667	\$335.22	\$1,013.86	\$1,528.52	\$313.46	\$970.35	\$1,466.94	\$1,034.16	\$2,415.75	\$3,512.19	\$841.59	\$2,026.62	\$2,961.56	\$261.81
0.5000	\$307.55	\$983.03	\$1,491.59	\$285.79	\$939.52	\$1,430.01	\$1,006.49	\$2,384.92	\$3,475.26	\$813.92	\$1,995.79	\$2,924.63	\$280.49
0.5333	\$279.88	\$952.20	\$1,454.66	\$258.12	\$908.69	\$1,393.08	\$978.82	\$2,354.09	\$3,438.33	\$786.25	\$1,964.96	\$2,887.70	\$299.17
0.5667	\$252.13	\$921.28	\$1,417.63	\$230.37	\$877.77	\$1,356.05	\$951.07	\$2,323.17	\$3,401.30	\$758.50	\$1,934.04	\$2,850.67	\$317.91
0.6000	\$224.46	\$890.44	\$1,380.70	\$202.70	\$846.93	\$1,319.12	\$923.40	\$2,292.33	\$3,364.37	\$730.83	\$1,903.20	\$2,813.74	\$336.59
0.6333	\$196.80	\$859.61	\$1,343.77	\$175.04	\$816.10	\$1,282.19	\$895.74	\$2,261.50	\$3,327.44	\$703.17	\$1,872.37	\$2,776.81	\$355.27
0.6667	\$169.05	\$828.69	\$1,306.74	\$147.29	\$785.18	\$1,245.16	\$867.99	\$2,230.58	\$3,290.41	\$675.42	\$1,841.45	\$2,739.78	\$374.00
0.7000	\$141.38	\$797.86	\$1,269.81	\$119.62	\$754.35	\$1,208.23	\$840.32	\$2,199.75	\$3,253.48	\$647.75	\$1,810.62	\$2,702.85	\$392.68
0.7333	\$0.00	\$520.10	\$937.14	\$0.00	\$476.59	\$875.56	\$591.06	\$1,921.99	\$2,920.81	\$398.49	\$1,532.86	\$2,370.18	\$560.98
0.7667	\$0.00	\$520.10	\$937.14	\$0.00	\$476.59	\$875.56	\$591.06	\$1,921.99	\$2,920.81	\$398.49	\$1,532.86	\$2,370.18	\$560.98
0.8000	\$0.00	\$520.10	\$937.14	\$0.00	\$476.59	\$875.56	\$591.06	\$1,921.99	\$2,920.81	\$398.49	\$1,532.86	\$2,370.18	\$560.98
0.8333	\$0.00	\$520.10	\$937.14	\$0.00	\$476.59	\$875.56	\$591.06	\$1,921.99	\$2,920.81	\$398.49	\$1,532.86	\$2,370.18	\$560.98
0.8667	\$0.00	\$520.10	\$937.14	\$0.00	\$476.59	\$875.56	\$591.06	\$1,921.99	\$2,920.81	\$398.49	\$1,532.86	\$2,370.18	\$560.98
0.9000	\$0.00	\$520.10	\$937.14	\$0.00	\$476.59	\$875.56	\$591.06	\$1,921.99	\$2,920.81	\$398.49	\$1,532.86	\$2,370.18	\$560.98
0.9333	\$0.00	\$520.10	\$937.14	\$0.00	\$476.59	\$875.56	\$591.06	\$1,921.99	\$2,920.81	\$398.49	\$1,532.86	\$2,370.18	\$560.98
0.9667	\$0.00	\$520.10	\$937.14	\$0.00	\$476.59	\$875.56	\$591.06	\$1,921.99	\$2,920.81	\$398.49	\$1,532.86	\$2,370.18	\$560.98
1.0000	\$0.00	\$520.10	\$937.14	\$0.00	\$476.59	\$875.56	\$591.06	\$1,921.99	\$2,920.81	\$398.49	\$1,532.86	\$2,370.18	\$560.98

January 1, 2016

UPDATED 8/05/2016

LOCAL 21 - CLASSIFIED SALARIED EMPLOYEES - Twelve (12) Month Employees

AMOUNT TO BE PAID WILL BE BASED ON ACTUAL FTE. TABLES ARE ESTIMATES ONLY

Employee Only Employee + 1 Employee + 2/more	HEALTH NET PPO PLAN			HEALTH NET POS PLAN			DELTA DENTAL		VSP (Vision Plan) (100% Employee Contribution)		
				NO LONGER AVAILABLE			DeltaCare DHMO	PPO			
	FTE	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more	Employee Only or Family	Employee Only or Family	Employee Only	Employee +1
	\$830.86	\$925.86	\$1,108.90				\$66.15	\$66.15	\$0.00	\$0.00	\$0.00
0.0000	\$1,008.89	\$2,017.75	\$2,855.15				\$32.21	\$109.98	\$11.11	\$22.23	\$35.81
0.0333	\$981.22	\$1,986.92	\$2,818.22				\$30.01	\$107.78	\$11.11	\$22.23	\$35.81
0.0667	\$953.47	\$1,956.00	\$2,781.19				\$27.80	\$105.57	\$11.11	\$22.23	\$35.81
0.1000	\$925.80	\$1,925.16	\$2,744.26				\$25.60	\$103.37	\$11.11	\$22.23	\$35.81
0.1333	\$898.14	\$1,894.33	\$2,707.33				\$23.39	\$101.16	\$11.11	\$22.23	\$35.81
0.1667	\$870.39	\$1,863.41	\$2,670.30				\$21.18	\$98.95	\$11.11	\$22.23	\$35.81
0.2000	\$842.72	\$1,832.58	\$2,633.37				\$18.98	\$96.75	\$11.11	\$22.23	\$35.81
0.2333	\$815.05	\$1,801.75	\$2,596.44				\$16.78	\$94.55	\$11.11	\$22.23	\$35.81
0.2667	\$787.30	\$1,770.82	\$2,559.41				\$14.57	\$92.34	\$11.11	\$22.23	\$35.81
0.3000	\$759.63	\$1,739.99	\$2,522.48				\$12.37	\$90.14	\$11.11	\$22.23	\$35.81
0.3333	\$731.96	\$1,709.16	\$2,485.55				\$10.16	\$87.93	\$11.11	\$22.23	\$35.81
0.3667	\$704.21	\$1,678.24	\$2,448.52				\$7.95	\$85.72	\$11.11	\$22.23	\$35.81
0.4000	\$676.55	\$1,647.41	\$2,411.59				\$5.75	\$83.52	\$11.11	\$22.23	\$35.81
0.4333	\$648.88	\$1,616.57	\$2,374.66				\$3.55	\$81.32	\$11.11	\$22.23	\$35.81
0.4667	\$621.13	\$1,585.65	\$2,337.63				\$1.34	\$79.11	\$11.11	\$22.23	\$35.81
0.5000	\$593.46	\$1,554.82	\$2,300.70				\$0.00	\$76.91	\$11.11	\$22.23	\$35.81
0.5333	\$565.79	\$1,523.99	\$2,263.77				\$0.00	\$74.70	\$11.11	\$22.23	\$35.81
0.5667	\$538.04	\$1,493.07	\$2,226.74				\$0.00	\$72.49	\$11.11	\$22.23	\$35.81
0.6000	\$510.37	\$1,462.23	\$2,189.81				\$0.00	\$70.29	\$11.11	\$22.23	\$35.81
0.6333	\$482.71	\$1,431.40	\$2,152.88				\$0.00	\$68.09	\$11.11	\$22.23	\$35.81
0.6667	\$454.96	\$1,400.48	\$2,115.85				\$0.00	\$65.88	\$11.11	\$22.23	\$35.81
0.7000	\$427.29	\$1,369.65	\$2,078.92				\$0.00	\$63.68	\$11.11	\$22.23	\$35.81
0.7333	\$178.03	\$1,091.89	\$1,746.25				\$0.00	\$43.83	\$11.11	\$22.23	\$35.81
0.7667	\$178.03	\$1,091.89	\$1,746.25				\$0.00	\$43.83	\$11.11	\$22.23	\$35.81
0.8000	\$178.03	\$1,091.89	\$1,746.25				\$0.00	\$43.83	\$11.11	\$22.23	\$35.81
0.8333	\$178.03	\$1,091.89	\$1,746.25				\$0.00	\$43.83	\$11.11	\$22.23	\$35.81
0.8667	\$178.03	\$1,091.89	\$1,746.25				\$0.00	\$43.83	\$11.11	\$22.23	\$35.81
0.9000	\$178.03	\$1,091.89	\$1,746.25				\$0.00	\$43.83	\$11.11	\$22.23	\$35.81
0.9333	\$178.03	\$1,091.89	\$1,746.25				\$0.00	\$43.83	\$11.11	\$22.23	\$35.81
0.9667	\$178.03	\$1,091.89	\$1,746.25				\$0.00	\$43.83	\$11.11	\$22.23	\$35.81
1.0000	\$178.03	\$1,091.89	\$1,746.25				\$0.00	\$43.83	\$11.11	\$22.23	\$35.81

LOCAL 21 - CLASSIFIED SALARIED EMPLOYEES - TEN Month Employees

AMOUNT TO BE PAID WILL BE BASED ON ACTUAL FTE. TABLES ARE ESTIMATES ONLY

Employee Only Employee + 1 Employee + 2/more	KAISER HMO (High Option) 10-Month Rates			KAISER HMO (Low Option) 10-Month Rates			HEALTH NET HMO (High Option) 10-Month Rates			HEALTH NET HMO (Low Option) 10-Month Rates			Cash In Lieu of Benefits (paid 10 months)
	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more	Paid to Employee per month
	\$867.58	\$1,735.15	\$2,455.25	\$841.46	\$1,682.94	\$2,381.35	\$1,706.30	\$3,417.42	\$4,835.65	\$1,475.22	\$2,950.46	\$4,174.90	80% of \$841.46 = \$673.17
FTE	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more	Paid to Employee per month
Caps	\$997.03	\$1,111.03	\$1,330.68	\$997.03	\$1,111.03	\$1,330.68	\$997.03	\$1,111.03	\$1,330.68	\$997.03	\$1,111.03	\$1,330.68	
0.0000	\$867.58	\$1,735.15	\$2,455.25	\$841.46	\$1,682.94	\$2,381.35	\$1,706.30	\$3,417.42	\$4,835.65	\$1,475.22	\$2,950.46	\$4,174.90	\$0.00
0.0333	\$834.37	\$1,698.15	\$2,410.94	\$808.26	\$1,645.94	\$2,337.04	\$1,673.10	\$3,380.42	\$4,791.34	\$1,442.02	\$2,913.47	\$4,130.58	\$22.42
0.0667	\$801.07	\$1,661.05	\$2,366.49	\$774.96	\$1,608.83	\$2,292.60	\$1,639.80	\$3,343.31	\$4,746.90	\$1,408.72	\$2,876.36	\$4,086.14	\$44.90
0.1000	\$767.87	\$1,624.05	\$2,322.18	\$741.76	\$1,571.84	\$2,248.28	\$1,606.60	\$3,306.32	\$4,702.58	\$1,375.52	\$2,839.36	\$4,041.83	\$67.32
0.1333	\$734.67	\$1,587.05	\$2,277.87	\$708.56	\$1,534.84	\$2,203.97	\$1,573.40	\$3,269.32	\$4,658.27	\$1,342.32	\$2,802.36	\$3,997.52	\$89.73
0.1667	\$701.37	\$1,549.94	\$2,233.42	\$675.26	\$1,497.73	\$2,159.53	\$1,540.10	\$3,232.21	\$4,613.83	\$1,309.02	\$2,765.26	\$3,953.07	\$112.22
0.2000	\$668.17	\$1,512.95	\$2,189.11	\$642.06	\$1,460.73	\$2,115.22	\$1,506.90	\$3,195.21	\$4,569.52	\$1,275.81	\$2,728.26	\$3,908.76	\$134.63
0.2333	\$634.97	\$1,475.95	\$2,144.80	\$608.86	\$1,423.74	\$2,070.90	\$1,473.70	\$3,158.22	\$4,525.20	\$1,242.61	\$2,691.26	\$3,864.45	\$157.05
0.2667	\$601.67	\$1,438.84	\$2,100.36	\$575.56	\$1,386.63	\$2,026.46	\$1,440.40	\$3,121.11	\$4,480.76	\$1,209.31	\$2,654.15	\$3,820.00	\$179.53
0.3000	\$568.47	\$1,401.84	\$2,056.04	\$542.36	\$1,349.63	\$1,982.15	\$1,407.20	\$3,084.11	\$4,436.45	\$1,176.11	\$2,617.16	\$3,775.69	\$201.95
0.3333	\$535.27	\$1,364.85	\$2,011.73	\$509.15	\$1,312.63	\$1,937.84	\$1,373.99	\$3,047.11	\$4,392.14	\$1,142.91	\$2,580.16	\$3,731.38	\$224.37
0.3667	\$501.97	\$1,327.74	\$1,967.29	\$475.85	\$1,275.53	\$1,893.39	\$1,340.69	\$3,010.01	\$4,347.69	\$1,109.61	\$2,543.05	\$3,686.94	\$246.85
0.4000	\$468.76	\$1,290.74	\$1,922.98	\$442.65	\$1,238.53	\$1,849.08	\$1,307.49	\$2,973.01	\$4,303.38	\$1,076.41	\$2,506.05	\$3,642.62	\$269.27
0.4333	\$435.56	\$1,253.74	\$1,878.66	\$409.45	\$1,201.53	\$1,804.77	\$1,274.29	\$2,936.01	\$4,259.07	\$1,043.21	\$2,469.05	\$3,598.31	\$291.69
0.4667	\$402.26	\$1,216.63	\$1,834.22	\$376.15	\$1,164.42	\$1,760.32	\$1,240.99	\$2,898.90	\$4,214.62	\$1,009.91	\$2,431.95	\$3,553.87	\$314.17
0.5000	\$369.06	\$1,179.64	\$1,789.91	\$342.95	\$1,127.43	\$1,716.01	\$1,207.79	\$2,861.91	\$4,170.31	\$976.71	\$2,394.95	\$3,509.56	\$336.59
0.5333	\$335.86	\$1,142.64	\$1,745.60	\$309.75	\$1,090.43	\$1,671.70	\$1,174.59	\$2,824.91	\$4,126.00	\$943.50	\$2,357.95	\$3,465.24	\$359.00
0.5667	\$302.56	\$1,105.53	\$1,701.15	\$276.45	\$1,053.32	\$1,627.26	\$1,141.29	\$2,787.80	\$4,081.56	\$910.20	\$2,320.84	\$3,420.80	\$381.49
0.6000	\$269.36	\$1,068.53	\$1,656.84	\$243.25	\$1,016.32	\$1,582.94	\$1,108.09	\$2,750.80	\$4,037.24	\$877.00	\$2,283.85	\$3,376.49	\$403.90
0.6333	\$236.16	\$1,031.54	\$1,612.53	\$210.04	\$979.32	\$1,538.63	\$1,074.88	\$2,713.80	\$3,992.93	\$843.80	\$2,246.85	\$3,332.18	\$426.32
0.6667	\$202.86	\$994.43	\$1,568.08	\$176.74	\$942.22	\$1,494.19	\$1,041.58	\$2,676.70	\$3,948.49	\$810.50	\$2,209.74	\$3,287.73	\$448.80
0.7000	\$169.66	\$957.43	\$1,523.77	\$143.54	\$905.22	\$1,449.88	\$1,008.38	\$2,639.70	\$3,904.18	\$777.30	\$2,172.74	\$3,243.42	\$471.22
0.7333	\$0.00	\$624.12	\$1,124.57	\$0.00	\$571.91	\$1,050.67	\$709.27	\$2,306.39	\$3,504.97	\$478.19	\$1,839.43	\$2,844.22	\$673.17
0.7667	\$0.00	\$624.12	\$1,124.57	\$0.00	\$571.91	\$1,050.67	\$709.27	\$2,306.39	\$3,504.97	\$478.19	\$1,839.43	\$2,844.22	\$673.17
0.8000	\$0.00	\$624.12	\$1,124.57	\$0.00	\$571.91	\$1,050.67	\$709.27	\$2,306.39	\$3,504.97	\$478.19	\$1,839.43	\$2,844.22	\$673.17
0.8333	\$0.00	\$624.12	\$1,124.57	\$0.00	\$571.91	\$1,050.67	\$709.27	\$2,306.39	\$3,504.97	\$478.19	\$1,839.43	\$2,844.22	\$673.17
0.8667	\$0.00	\$624.12	\$1,124.57	\$0.00	\$571.91	\$1,050.67	\$709.27	\$2,306.39	\$3,504.97	\$478.19	\$1,839.43	\$2,844.22	\$673.17
0.9000	\$0.00	\$624.12	\$1,124.57	\$0.00	\$571.91	\$1,050.67	\$709.27	\$2,306.39	\$3,504.97	\$478.19	\$1,839.43	\$2,844.22	\$673.17
0.9333	\$0.00	\$624.12	\$1,124.57	\$0.00	\$571.91	\$1,050.67	\$709.27	\$2,306.39	\$3,504.97	\$478.19	\$1,839.43	\$2,844.22	\$673.17
0.9667	\$0.00	\$624.12	\$1,124.57	\$0.00	\$571.91	\$1,050.67	\$709.27	\$2,306.39	\$3,504.97	\$478.19	\$1,839.43	\$2,844.22	\$673.17
1.0000	\$0.00	\$624.12	\$1,124.57	\$0.00	\$571.91	\$1,050.67	\$709.27	\$2,306.39	\$3,504.97	\$478.19	\$1,839.43	\$2,844.22	\$673.17

January 1, 2016

UPDATED 8/05/2016

LOCAL 21 - CLASSIFIED SALARIED EMPLOYEES - TEN Month Employees

AMOUNT TO BE PAID WILL BE BASED ON ACTUAL FTE. TABLES ARE ESTIMATES ONLY

Employee Only Employee + 1 Employee + 2/more	HEALTH NET PPO PLAN 10- Month Rates			HEALTH NET POS 10- Month Rates			DELTA DENTAL		VSP (Vision Plan) 10-Month Rates (100% Employee Contribution)		
				NO LONGER AVAILABLE			DeltaCare DHMO	PPO			
	FTE Caps	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more	Employee Only or Family	Employee Only or Family	Employee Only	Employee +1
	\$997.03	\$1,111.03	\$1,330.68				\$79.38	\$79.38	\$0.00	\$0.00	\$0.00
0.0000	\$1,210.67	\$2,421.30	\$3,426.18				\$38.65	\$131.98	\$13.33	\$26.68	\$42.97
0.0333	\$1,177.47	\$2,384.30	\$3,381.87				\$36.01	\$129.33	\$13.33	\$26.68	\$42.97
0.0667	\$1,144.17	\$2,347.19	\$3,337.42				\$33.36	\$126.68	\$13.33	\$26.68	\$42.97
0.1000	\$1,110.97	\$2,310.20	\$3,293.11				\$30.72	\$124.04	\$13.33	\$26.68	\$42.97
0.1333	\$1,077.76	\$2,273.20	\$3,248.80				\$28.07	\$121.39	\$13.33	\$26.68	\$42.97
0.1667	\$1,044.46	\$2,236.09	\$3,204.36				\$25.42	\$118.74	\$13.33	\$26.68	\$42.97
0.2000	\$1,011.26	\$2,199.09	\$3,160.04				\$22.78	\$116.10	\$13.33	\$26.68	\$42.97
0.2333	\$978.06	\$2,162.10	\$3,115.73				\$20.14	\$113.47	\$13.33	\$26.68	\$42.97
0.2667	\$944.76	\$2,124.99	\$3,071.29				\$17.48	\$110.82	\$13.33	\$26.68	\$42.97
0.3000	\$911.56	\$2,087.99	\$3,026.98				\$14.84	\$108.17	\$13.33	\$26.68	\$42.97
0.3333	\$878.36	\$2,050.99	\$2,982.66				\$12.19	\$105.51	\$13.33	\$26.68	\$42.97
0.3667	\$845.06	\$2,013.89	\$2,938.22				\$9.54	\$102.86	\$13.33	\$26.68	\$42.97
0.4000	\$811.86	\$1,976.89	\$2,893.91				\$6.90	\$100.22	\$13.33	\$26.68	\$42.97
0.4333	\$778.65	\$1,939.89	\$2,849.60				\$4.26	\$97.58	\$13.33	\$26.68	\$42.97
0.4667	\$745.35	\$1,902.78	\$2,805.15				\$1.61	\$94.93	\$13.33	\$26.68	\$42.97
0.5000	\$712.15	\$1,865.79	\$2,760.84				\$0.00	\$92.30	\$13.33	\$26.68	\$42.97
0.5333	\$678.95	\$1,828.79	\$2,716.53				\$0.00	\$89.64	\$13.33	\$26.68	\$42.97
0.5667	\$645.65	\$1,791.68	\$2,672.08				\$0.00	\$86.99	\$13.33	\$26.68	\$42.97
0.6000	\$612.45	\$1,754.68	\$2,627.77				\$0.00	\$84.35	\$13.33	\$26.68	\$42.97
0.6333	\$579.25	\$1,717.68	\$2,583.46				\$0.00	\$81.71	\$13.33	\$26.68	\$42.97
0.6667	\$545.95	\$1,680.58	\$2,539.02				\$0.00	\$79.05	\$13.33	\$26.68	\$42.97
0.7000	\$512.75	\$1,643.58	\$2,494.70				\$0.00	\$76.41	\$13.33	\$26.68	\$42.97
0.7333	\$213.64	\$1,310.27	\$2,095.50				\$0.00	\$52.60	\$13.33	\$26.68	\$42.97
0.7667	\$213.64	\$1,310.27	\$2,095.50				\$0.00	\$52.60	\$13.33	\$26.68	\$42.97
0.8000	\$213.64	\$1,310.27	\$2,095.50				\$0.00	\$52.60	\$13.33	\$26.68	\$42.97
0.8333	\$213.64	\$1,310.27	\$2,095.50				\$0.00	\$52.60	\$13.33	\$26.68	\$42.97
0.8667	\$213.64	\$1,310.27	\$2,095.50				\$0.00	\$52.60	\$13.33	\$26.68	\$42.97
0.9000	\$213.64	\$1,310.27	\$2,095.50				\$0.00	\$52.60	\$13.33	\$26.68	\$42.97
0.9333	\$213.64	\$1,310.27	\$2,095.50				\$0.00	\$52.60	\$13.33	\$26.68	\$42.97
0.9667	\$213.64	\$1,310.27	\$2,095.50				\$0.00	\$52.60	\$13.33	\$26.68	\$42.97
1.0000	\$213.64	\$1,310.27	\$2,095.50				\$0.00	\$52.60	\$13.33	\$26.68	\$42.97

UBA CERTIFICATED SALARIED EMPLOYEES (Local #81 - Administrators)

AMOUNT TO BE PAID WILL BE BASED ON ACTUAL FTE. TABLES ARE ESTIMATES ONLY

Employee Only Employee + 1 Employee + 2/more	KAISER HMO (High Option)			KAISER HMO (Low Option)			HEALTH NET HMO (High Option)			HEALTH NET HMO (Low Option)			Cash In Lieu of Benefits Ten-Month Rate
													80% of \$701.22 = \$560.98
		\$722.98			\$701.22			\$1,421.92			\$1,229.35		
		\$1,445.96			\$1,402.45			\$2,847.85			\$2,458.72		
		\$2,046.04			\$1,984.46			\$4,029.71			\$3,479.08		
FTE	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more	Paid to Employee per month
Caps	\$470.27	\$828.54	\$1,125.90	\$470.27	\$828.54	\$1,125.90	\$543.80	\$978.12	\$1,125.90	\$543.80	\$978.12	\$1,125.90	
0.0313	\$708.26	\$1,420.03	\$2,010.80	\$686.50	\$1,376.52	\$1,949.22	\$1,404.90	\$2,817.23	\$3,994.47	\$1,212.33	\$2,428.10	\$3,443.84	\$17.56
0.0625	\$693.59	\$1,394.18	\$1,975.67	\$671.83	\$1,350.67	\$1,914.09	\$1,387.93	\$2,786.72	\$3,959.34	\$1,195.36	\$2,397.59	\$3,408.71	\$35.06
0.0938	\$678.87	\$1,368.24	\$1,940.43	\$657.11	\$1,324.73	\$1,878.85	\$1,370.91	\$2,756.10	\$3,924.10	\$1,178.34	\$2,366.97	\$3,373.47	\$52.62
0.1250	\$664.20	\$1,342.39	\$1,905.30	\$642.44	\$1,298.88	\$1,843.72	\$1,353.95	\$2,725.59	\$3,888.97	\$1,161.38	\$2,336.46	\$3,338.34	\$70.12
0.1563	\$649.48	\$1,316.46	\$1,870.06	\$627.72	\$1,272.95	\$1,808.48	\$1,336.92	\$2,694.97	\$3,853.73	\$1,144.35	\$2,305.84	\$3,303.10	\$87.68
0.1875	\$634.80	\$1,290.61	\$1,834.93	\$613.04	\$1,247.10	\$1,773.35	\$1,319.96	\$2,664.45	\$3,818.60	\$1,127.39	\$2,275.32	\$3,267.97	\$105.18
0.2188	\$620.08	\$1,264.68	\$1,799.69	\$598.32	\$1,221.17	\$1,738.11	\$1,302.94	\$2,633.84	\$3,783.36	\$1,110.37	\$2,244.71	\$3,232.73	\$122.74
0.2500	\$605.41	\$1,238.83	\$1,764.57	\$583.65	\$1,195.32	\$1,702.99	\$1,285.97	\$2,603.32	\$3,748.24	\$1,093.40	\$2,214.19	\$3,197.61	\$140.24
0.2813	\$590.69	\$1,212.89	\$1,729.32	\$568.93	\$1,169.38	\$1,667.74	\$1,268.95	\$2,572.70	\$3,712.99	\$1,076.38	\$2,183.57	\$3,162.36	\$157.80
0.3125	\$576.02	\$1,187.04	\$1,694.20	\$554.26	\$1,143.53	\$1,632.62	\$1,251.98	\$2,542.19	\$3,677.87	\$1,059.41	\$2,153.06	\$3,127.24	\$175.31
0.3438	\$561.30	\$1,161.11	\$1,658.96	\$539.54	\$1,117.60	\$1,597.38	\$1,234.96	\$2,511.57	\$3,642.63	\$1,042.39	\$2,122.44	\$3,092.00	\$192.86
0.3750	\$546.63	\$1,135.26	\$1,623.83	\$524.87	\$1,091.75	\$1,562.25	\$1,218.00	\$2,481.06	\$3,607.50	\$1,025.43	\$2,091.93	\$3,056.87	\$210.37
0.4063	\$531.91	\$1,109.32	\$1,588.59	\$510.15	\$1,065.81	\$1,527.01	\$1,200.97	\$2,450.44	\$3,572.26	\$1,008.40	\$2,061.31	\$3,021.63	\$227.92
0.4375	\$517.24	\$1,083.47	\$1,553.46	\$495.48	\$1,039.96	\$1,491.88	\$1,184.01	\$2,419.92	\$3,537.13	\$991.44	\$2,030.79	\$2,986.50	\$245.43
0.4688	\$502.52	\$1,057.54	\$1,518.22	\$480.76	\$1,014.03	\$1,456.64	\$1,166.99	\$2,389.31	\$3,501.89	\$974.42	\$2,000.18	\$2,951.26	\$262.99
0.5000	\$487.85	\$1,031.69	\$1,483.09	\$466.09	\$988.18	\$1,421.51	\$1,150.02	\$2,358.79	\$3,466.76	\$957.45	\$1,969.66	\$2,916.13	\$280.49
0.5313	\$473.13	\$1,005.76	\$1,447.85	\$451.37	\$962.25	\$1,386.27	\$1,133.00	\$2,328.17	\$3,431.52	\$940.43	\$1,939.04	\$2,880.89	\$298.05
0.5625	\$458.45	\$979.91	\$1,412.72	\$436.69	\$936.40	\$1,351.14	\$1,116.03	\$2,297.66	\$3,396.39	\$923.46	\$1,908.53	\$2,845.76	\$315.55
0.5938	\$443.73	\$953.97	\$1,377.48	\$421.97	\$910.46	\$1,315.90	\$1,099.01	\$2,267.04	\$3,361.15	\$906.44	\$1,877.91	\$2,810.52	\$333.11
0.6250	\$429.06	\$928.12	\$1,342.35	\$407.30	\$884.61	\$1,280.77	\$1,082.05	\$2,236.53	\$3,326.02	\$889.48	\$1,847.40	\$2,775.39	\$350.61
0.6563	\$414.34	\$902.19	\$1,307.11	\$392.58	\$858.68	\$1,245.53	\$1,065.02	\$2,205.91	\$3,290.78	\$872.45	\$1,816.78	\$2,740.15	\$368.17
0.6875	\$399.67	\$876.34	\$1,271.98	\$377.91	\$832.83	\$1,210.40	\$1,048.06	\$2,175.39	\$3,255.65	\$855.49	\$1,786.26	\$2,705.02	\$385.67
0.7188	\$384.95	\$850.41	\$1,236.74	\$363.19	\$806.90	\$1,175.16	\$1,031.04	\$2,144.78	\$3,220.41	\$838.47	\$1,755.65	\$2,669.78	\$403.23
0.7500	\$370.28	\$824.56	\$1,201.62	\$348.52	\$781.05	\$1,140.04	\$1,014.07	\$2,114.26	\$3,185.29	\$821.50	\$1,725.13	\$2,634.66	\$560.98
0.7813	\$355.56	\$798.62	\$1,166.37	\$333.80	\$755.11	\$1,104.79	\$997.05	\$2,083.64	\$3,150.04	\$804.48	\$1,694.51	\$2,599.41	\$560.98
0.8125	\$340.89	\$772.77	\$1,131.25	\$319.13	\$729.26	\$1,069.67	\$980.08	\$2,053.13	\$3,114.92	\$787.51	\$1,664.00	\$2,564.29	\$560.98
0.8438	\$326.17	\$746.84	\$1,096.01	\$304.41	\$703.33	\$1,034.43	\$963.06	\$2,022.51	\$3,079.68	\$770.49	\$1,633.38	\$2,529.05	\$560.98
0.8750	\$311.49	\$720.99	\$1,060.88	\$289.73	\$677.48	\$999.30	\$946.10	\$1,992.00	\$3,044.55	\$753.53	\$1,602.87	\$2,493.92	\$560.98
0.9063	\$296.77	\$695.05	\$1,025.64	\$275.01	\$651.54	\$964.06	\$929.07	\$1,961.38	\$3,009.31	\$736.50	\$1,572.25	\$2,458.68	\$560.98
0.9375	\$282.10	\$669.20	\$990.51	\$260.34	\$625.69	\$928.93	\$912.11	\$1,930.86	\$2,974.18	\$719.54	\$1,541.73	\$2,423.55	\$560.98
0.9688	\$267.38	\$643.27	\$955.27	\$245.62	\$599.76	\$893.69	\$895.09	\$1,900.25	\$2,938.94	\$702.52	\$1,511.12	\$2,388.31	\$560.98
1.0000	\$252.71	\$617.42	\$920.14	\$230.95	\$573.91	\$858.56	\$878.12	\$1,869.73	\$2,903.81	\$685.55	\$1,480.60	\$2,353.18	\$560.98

January 1, 2016

UPDATED 8/05/2016

UBA CERTIFICATED SALARIED EMPLOYEES (Local #81 - Administrators)

AMOUNT TO BE PAID WILL BE BASED ON ACTUAL FTE. TABLES ARE ESTIMATES ONLY

Employee Only Employee + 1 Employee + 2/more	HEALTH NET PPO PLAN			HEALTH NET POS PLANS			DELTA DENTAL		VSP (Vision Plan) (100% Employee Contribution)		
				NO LONGER AVAILABLE			DeltaCare DHMO	PPO			
FTE	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more	Employee Only or Family	Employee Only or Family	Employee Only	Employee +1	Employee + 2/more
Caps	\$543.80	\$978.12	\$1,125.90				\$32.21	\$109.98	\$0.00	\$0.00	\$0.00
0.0313	\$991.87	\$1,987.13	\$2,819.91				\$31.20	\$106.55	\$11.11	\$22.23	\$35.81
0.0625	\$974.90	\$1,956.62	\$2,784.78				\$30.20	\$103.11	\$11.11	\$22.23	\$35.81
0.0938	\$957.88	\$1,926.00	\$2,749.54				\$29.19	\$99.67	\$11.11	\$22.23	\$35.81
0.1250	\$940.92	\$1,895.49	\$2,714.41				\$28.18	\$96.23	\$11.11	\$22.23	\$35.81
0.1563	\$923.89	\$1,864.87	\$2,679.17				\$27.18	\$92.79	\$11.11	\$22.23	\$35.81
0.1875	\$906.93	\$1,834.35	\$2,644.04				\$26.17	\$89.36	\$11.11	\$22.23	\$35.81
0.2188	\$889.91	\$1,803.74	\$2,608.80				\$25.16	\$85.92	\$11.11	\$22.23	\$35.81
0.2500	\$872.94	\$1,773.22	\$2,573.68				\$24.16	\$82.49	\$11.11	\$22.23	\$35.81
0.2813	\$855.92	\$1,742.60	\$2,538.43				\$23.15	\$79.05	\$11.11	\$22.23	\$35.81
0.3125	\$838.95	\$1,712.09	\$2,503.31				\$22.14	\$75.61	\$11.11	\$22.23	\$35.81
0.3438	\$821.93	\$1,681.47	\$2,468.07				\$21.14	\$72.18	\$11.11	\$22.23	\$35.81
0.3750	\$804.97	\$1,650.96	\$2,432.94				\$20.13	\$68.74	\$11.11	\$22.23	\$35.81
0.4063	\$787.94	\$1,620.34	\$2,397.70				\$19.12	\$65.30	\$11.11	\$22.23	\$35.81
0.4375	\$770.98	\$1,589.82	\$2,362.57				\$18.12	\$61.86	\$11.11	\$22.23	\$35.81
0.4688	\$753.96	\$1,559.21	\$2,327.33				\$17.11	\$58.42	\$11.11	\$22.23	\$35.81
0.5000	\$736.99	\$1,528.69	\$2,292.20				\$16.11	\$54.99	\$11.11	\$22.23	\$35.81
0.5313	\$719.97	\$1,498.07	\$2,256.96				\$15.10	\$51.56	\$11.11	\$22.23	\$35.81
0.5625	\$703.00	\$1,467.56	\$2,221.83				\$14.09	\$48.12	\$11.11	\$22.23	\$35.81
0.5938	\$685.98	\$1,436.94	\$2,186.59				\$13.09	\$44.68	\$11.11	\$22.23	\$35.81
0.6250	\$669.02	\$1,406.43	\$2,151.46				\$12.08	\$41.24	\$11.11	\$22.23	\$35.81
0.6563	\$651.99	\$1,375.81	\$2,116.22				\$11.07	\$37.80	\$11.11	\$22.23	\$35.81
0.6875	\$635.03	\$1,345.29	\$2,081.09				\$10.07	\$34.37	\$11.11	\$22.23	\$35.81
0.7188	\$618.01	\$1,314.68	\$2,045.85				\$9.06	\$30.93	\$11.11	\$22.23	\$35.81
0.7500	\$601.04	\$1,284.16	\$2,010.73				\$8.05	\$27.50	\$11.11	\$22.23	\$35.81
0.7813	\$584.02	\$1,253.54	\$1,975.48				\$7.05	\$24.06	\$11.11	\$22.23	\$35.81
0.8125	\$567.05	\$1,223.03	\$1,940.36				\$6.04	\$20.62	\$11.11	\$22.23	\$35.81
0.8438	\$550.03	\$1,192.41	\$1,905.12				\$5.03	\$17.19	\$11.11	\$22.23	\$35.81
0.8750	\$533.07	\$1,161.90	\$1,869.99				\$4.03	\$13.75	\$11.11	\$22.23	\$35.81
0.9063	\$516.04	\$1,131.28	\$1,834.75				\$3.02	\$10.31	\$11.11	\$22.23	\$35.81
0.9375	\$499.08	\$1,100.76	\$1,799.62				\$2.01	\$6.87	\$11.11	\$22.23	\$35.81
0.9688	\$482.06	\$1,070.15	\$1,764.38				\$1.01	\$3.43	\$11.11	\$22.23	\$35.81
1.0000	\$465.09	\$1,039.63	\$1,729.25				\$0.00	\$0.00	\$11.11	\$22.23	\$35.81

NON-REPRESENTED SALARIED EMPLOYEES - CERTIFICATED ADMIN

AMOUNT TO BE PAID WILL BE BASED ON ACTUAL FTE. TABLES ARE ESTIMATES ONLY

Employee Only Employee + 1 Employee + 2/more	KAISER HMO (High Option)			KAISER HMO (Low Option)			HEALTH NET HMO (High Option)			HEALTH NET HMO (Low Option)			Cash In Lieu of Benefits
	\$722.98			\$701.22			\$1,421.92			\$1,229.35			80% of \$701.22 = \$560.98
	\$1,445.96			\$1,402.45			\$2,847.85			\$2,458.72			
\$2,046.04			\$1,984.46			\$4,029.71			\$3,479.08				
FTE	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more	Paid to Employee per month
Caps	\$508.27	\$866.54	\$1,163.90	\$508.27	\$866.54	\$1,163.90	\$581.80	\$1,016.12	\$1,163.90	\$581.80	\$1,016.12	\$1,163.90	
0.0313	\$707.07	\$1,418.84	\$2,009.61	\$685.31	\$1,375.53	\$1,948.03	\$1,403.71	\$2,816.05	\$3,993.28	\$1,211.14	\$2,426.92	\$3,442.65	\$17.56
0.0625	\$691.21	\$1,391.80	\$1,973.30	\$669.45	\$1,348.29	\$1,911.72	\$1,385.56	\$2,784.34	\$3,956.97	\$1,192.99	\$2,395.21	\$3,406.34	\$35.06
0.0938	\$675.30	\$1,364.68	\$1,936.87	\$653.54	\$1,321.17	\$1,875.29	\$1,367.35	\$2,752.54	\$3,920.54	\$1,174.78	\$2,363.41	\$3,369.91	\$52.62
0.1250	\$659.45	\$1,337.64	\$1,900.55	\$637.69	\$1,294.13	\$1,838.97	\$1,349.20	\$2,720.84	\$3,884.22	\$1,156.63	\$2,331.71	\$3,333.59	\$70.12
0.1563	\$643.54	\$1,310.52	\$1,864.12	\$621.78	\$1,267.01	\$1,802.54	\$1,330.98	\$2,689.03	\$3,847.79	\$1,138.41	\$2,299.90	\$3,297.16	\$87.68
0.1875	\$627.68	\$1,283.48	\$1,827.81	\$605.92	\$1,239.97	\$1,766.23	\$1,312.83	\$2,657.33	\$3,811.48	\$1,120.26	\$2,268.20	\$3,260.85	\$105.18
0.2188	\$611.77	\$1,256.36	\$1,791.38	\$590.01	\$1,212.85	\$1,729.80	\$1,294.62	\$2,625.52	\$3,775.05	\$1,102.05	\$2,236.39	\$3,224.42	\$122.74
0.2500	\$595.91	\$1,229.33	\$1,755.07	\$574.15	\$1,185.82	\$1,693.49	\$1,276.47	\$2,593.82	\$3,738.74	\$1,083.90	\$2,204.69	\$3,188.11	\$140.24
0.2813	\$580.00	\$1,202.20	\$1,718.63	\$558.24	\$1,158.69	\$1,657.05	\$1,258.26	\$2,562.02	\$3,702.30	\$1,065.69	\$2,172.89	\$3,151.67	\$157.80
0.3125	\$564.15	\$1,175.17	\$1,682.32	\$542.39	\$1,131.66	\$1,620.74	\$1,240.11	\$2,530.31	\$3,665.99	\$1,047.54	\$2,141.18	\$3,115.36	\$175.31
0.3438	\$548.24	\$1,148.04	\$1,645.89	\$526.48	\$1,104.53	\$1,584.31	\$1,221.90	\$2,498.51	\$3,629.56	\$1,029.33	\$2,109.38	\$3,078.93	\$192.86
0.3750	\$532.38	\$1,121.01	\$1,609.58	\$510.62	\$1,077.50	\$1,548.00	\$1,203.75	\$2,466.81	\$3,593.25	\$1,011.18	\$2,077.68	\$3,042.62	\$210.37
0.4063	\$516.47	\$1,093.88	\$1,573.15	\$494.71	\$1,050.37	\$1,511.57	\$1,185.53	\$2,435.00	\$3,556.82	\$992.96	\$2,045.87	\$3,006.19	\$227.92
0.4375	\$500.61	\$1,066.85	\$1,536.83	\$478.85	\$1,023.34	\$1,475.25	\$1,167.38	\$2,403.30	\$3,520.50	\$974.81	\$2,014.17	\$2,969.87	\$245.43
0.4688	\$484.70	\$1,039.73	\$1,500.40	\$462.94	\$996.22	\$1,438.82	\$1,149.17	\$2,371.49	\$3,484.07	\$956.60	\$1,982.36	\$2,933.44	\$262.99
0.5000	\$468.85	\$1,012.69	\$1,464.09	\$447.09	\$969.18	\$1,402.51	\$1,131.02	\$2,339.79	\$3,447.76	\$938.45	\$1,950.66	\$2,897.13	\$280.49
0.5313	\$452.94	\$985.57	\$1,427.66	\$431.18	\$942.06	\$1,366.08	\$1,112.81	\$2,307.99	\$3,411.33	\$920.24	\$1,918.86	\$2,860.70	\$298.05
0.5625	\$437.08	\$958.53	\$1,391.35	\$415.32	\$915.02	\$1,329.77	\$1,094.66	\$2,276.28	\$3,375.02	\$902.09	\$1,887.15	\$2,824.39	\$315.55
0.5938	\$421.17	\$931.41	\$1,354.92	\$399.41	\$887.90	\$1,293.34	\$1,076.45	\$2,244.48	\$3,338.59	\$883.88	\$1,855.35	\$2,787.96	\$333.11
0.6250	\$405.31	\$904.37	\$1,318.60	\$383.55	\$860.86	\$1,257.02	\$1,058.30	\$2,212.78	\$3,302.27	\$865.73	\$1,823.65	\$2,751.64	\$350.61
0.6563	\$389.40	\$877.25	\$1,282.17	\$367.64	\$833.74	\$1,220.59	\$1,040.08	\$2,180.97	\$3,265.84	\$847.51	\$1,791.84	\$2,715.21	\$368.17
0.6875	\$373.54	\$850.21	\$1,245.86	\$351.78	\$806.70	\$1,184.28	\$1,021.93	\$2,149.27	\$3,229.53	\$829.36	\$1,760.14	\$2,678.90	\$385.67
0.7188	\$357.64	\$823.09	\$1,209.43	\$335.88	\$779.58	\$1,147.85	\$1,003.72	\$2,117.46	\$3,193.10	\$811.15	\$1,728.33	\$2,642.47	\$403.23
0.7500	\$341.78	\$796.06	\$1,173.12	\$320.02	\$752.55	\$1,111.54	\$985.57	\$2,085.76	\$3,156.79	\$793.00	\$1,696.63	\$2,606.16	\$560.98
0.7813	\$325.87	\$768.93	\$1,136.68	\$304.11	\$725.42	\$1,075.10	\$967.36	\$2,053.96	\$3,120.35	\$774.79	\$1,664.83	\$2,569.72	\$560.98
0.8125	\$310.01	\$741.90	\$1,100.37	\$288.25	\$698.39	\$1,038.79	\$949.21	\$2,022.25	\$3,084.04	\$756.64	\$1,633.12	\$2,533.41	\$560.98
0.8438	\$294.10	\$714.77	\$1,063.94	\$272.34	\$671.26	\$1,002.36	\$931.00	\$1,990.45	\$3,047.61	\$738.43	\$1,601.32	\$2,496.98	\$560.98
0.8750	\$278.24	\$687.74	\$1,027.63	\$256.48	\$644.23	\$966.05	\$912.85	\$1,958.75	\$3,011.30	\$720.28	\$1,569.62	\$2,460.67	\$560.98
0.9063	\$262.33	\$660.61	\$991.20	\$240.57	\$617.10	\$929.62	\$894.63	\$1,926.94	\$2,974.87	\$702.06	\$1,537.81	\$2,424.24	\$560.98
0.9375	\$246.48	\$633.58	\$954.88	\$224.72	\$590.07	\$893.30	\$876.48	\$1,895.24	\$2,938.55	\$683.91	\$1,506.11	\$2,387.92	\$560.98
0.9688	\$230.57	\$606.46	\$918.45	\$208.81	\$562.95	\$856.87	\$858.27	\$1,863.43	\$2,902.12	\$665.70	\$1,474.30	\$2,351.49	\$560.98
1.0000	\$214.71	\$579.42	\$882.14	\$192.95	\$535.91	\$820.56	\$840.12	\$1,831.73	\$2,865.81	\$647.55	\$1,442.60	\$2,315.18	\$560.98

January 1, 2016

UPDATED 8/05/2016

NON-REPRESENTED SALARIED EMPLOYEES - CERTIFICATED ADMIN

AMOUNT TO BE PAID WILL BE BASED ON ACTUAL FTE. TABLES ARE ESTIMATES ONLY

Employee Only Employee + 1 Employee + 2/more	HEALTH NET PPO PLAN			HEALTH NET POS PLAN			DELTA DENTAL		VSP (Vision Plan) (100% Employee Contribution)		
				NO LONGER AVAILABLE			DeltaCare DHMO	PPO			
	FTE	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more	Employee Only or Family	Employee Only or Family	Employee Only	Employee +1
	\$1,008.89						\$32.21	\$109.98	\$11.11		
	\$2,017.75						\$32.21	\$109.98	\$22.23		
	\$2,855.15						\$32.21	\$109.98	\$35.81		
Caps	\$581.80	\$1,016.12	\$1,163.90				\$32.21	\$109.98	\$0.00	\$0.00	\$0.00
0.0313	\$990.68	\$1,985.95	\$2,818.72				\$31.20	\$106.54	\$11.11	\$22.23	\$35.81
0.0625	\$972.53	\$1,954.24	\$2,782.41				\$30.20	\$103.11	\$11.11	\$22.23	\$35.81
0.0938	\$954.32	\$1,922.44	\$2,745.98				\$29.19	\$99.66	\$11.11	\$22.23	\$35.81
0.1250	\$936.17	\$1,890.74	\$2,709.66				\$28.18	\$96.23	\$11.11	\$22.23	\$35.81
0.1563	\$917.95	\$1,858.93	\$2,673.23				\$27.18	\$92.79	\$11.11	\$22.23	\$35.81
0.1875	\$899.80	\$1,827.23	\$2,636.92				\$26.17	\$89.36	\$11.11	\$22.23	\$35.81
0.2188	\$881.59	\$1,795.42	\$2,600.49				\$25.16	\$85.92	\$11.11	\$22.23	\$35.81
0.2500	\$863.44	\$1,763.72	\$2,564.18				\$24.16	\$82.49	\$11.11	\$22.23	\$35.81
0.2813	\$845.23	\$1,731.92	\$2,527.74				\$23.15	\$79.04	\$11.11	\$22.23	\$35.81
0.3125	\$827.08	\$1,700.21	\$2,491.43				\$22.14	\$75.61	\$11.11	\$22.23	\$35.81
0.3438	\$808.87	\$1,668.41	\$2,455.00				\$21.14	\$72.17	\$11.11	\$22.23	\$35.81
0.3750	\$790.72	\$1,636.71	\$2,418.69				\$20.13	\$68.74	\$11.11	\$22.23	\$35.81
0.4063	\$772.50	\$1,604.90	\$2,382.26				\$19.12	\$65.30	\$11.11	\$22.23	\$35.81
0.4375	\$754.35	\$1,573.20	\$2,345.94				\$18.12	\$61.86	\$11.11	\$22.23	\$35.81
0.4688	\$736.14	\$1,541.39	\$2,309.51				\$17.11	\$58.42	\$11.11	\$22.23	\$35.81
0.5000	\$717.99	\$1,509.69	\$2,273.20				\$16.11	\$54.99	\$11.11	\$22.23	\$35.81
0.5313	\$699.78	\$1,477.89	\$2,236.77				\$15.10	\$51.55	\$11.11	\$22.23	\$35.81
0.5625	\$681.63	\$1,446.18	\$2,200.46				\$14.09	\$48.12	\$11.11	\$22.23	\$35.81
0.5938	\$663.42	\$1,414.38	\$2,164.03				\$13.09	\$44.67	\$11.11	\$22.23	\$35.81
0.6250	\$645.27	\$1,382.68	\$2,127.71				\$12.08	\$41.24	\$11.11	\$22.23	\$35.81
0.6563	\$627.05	\$1,350.87	\$2,091.28				\$11.07	\$37.80	\$11.11	\$22.23	\$35.81
0.6875	\$608.90	\$1,319.17	\$2,054.97				\$10.07	\$34.37	\$11.11	\$22.23	\$35.81
0.7188	\$590.69	\$1,287.36	\$2,018.54				\$9.06	\$30.93	\$11.11	\$22.23	\$35.81
0.7500	\$572.54	\$1,255.66	\$1,982.23				\$8.05	\$27.50	\$11.11	\$22.23	\$35.81
0.7813	\$554.33	\$1,223.86	\$1,945.79				\$7.05	\$24.05	\$11.11	\$22.23	\$35.81
0.8125	\$536.18	\$1,192.15	\$1,909.48				\$6.04	\$20.62	\$11.11	\$22.23	\$35.81
0.8438	\$517.97	\$1,160.35	\$1,873.05				\$5.03	\$17.18	\$11.11	\$22.23	\$35.81
0.8750	\$499.82	\$1,128.65	\$1,836.74				\$4.03	\$13.75	\$11.11	\$22.23	\$35.81
0.9063	\$481.60	\$1,096.84	\$1,800.31				\$3.02	\$10.31	\$11.11	\$22.23	\$35.81
0.9375	\$463.45	\$1,065.14	\$1,763.99				\$2.01	\$6.87	\$11.11	\$22.23	\$35.81
0.9688	\$445.24	\$1,033.33	\$1,727.56				\$1.01	\$3.43	\$11.11	\$22.23	\$35.81
1.0000	\$427.09	\$1,001.63	\$1,691.25				\$0.00	\$0.00	\$11.11	\$22.23	\$35.81

**NON-REPRESENTED SALARIED EMPLOYEES
CLASSIFIED ADMIN. AND CONFIDENTIAL EMPLOYEES
AMOUNT TO BE PAID WILL BE BASED ON ACTUAL FTE. TABLES ARE ESTIMATES ONLY**

Employee Only Employee + 1 Employee + 2/more	KAISER HMO (High Option)			KAISER HMO (Low Option)			HEALTH NET HMO (High Option)			HEALTH NET HMO (Low Option)			Cash In Lieu of Benefits Ten-Month Rate
	\$722.98 \$1,445.96 \$2,046.04			\$701.22 \$1,402.45 \$1,984.46			\$1,421.92 \$2,847.85 \$4,029.71			\$1,229.35 \$2,458.72 \$3,479.08			80% of \$701.22 = \$560.98
FTE	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more	Paid to Employee per month
Caps	\$930.86	\$930.86	\$1,113.90	\$930.86	\$930.86	\$1,113.90	\$930.86	\$930.86	\$1,113.90	\$930.86	\$930.86	\$1,113.90	
0.0000	\$722.98	\$1,445.96	\$2,046.04	\$701.22	\$1,402.45	\$1,984.46	\$1,421.92	\$2,847.85	\$4,029.71	\$1,229.35	\$2,458.72	\$3,479.08	\$0.00
0.0333	\$691.98	\$1,414.96	\$2,008.95	\$670.22	\$1,371.45	\$1,947.37	\$1,390.92	\$2,816.85	\$3,992.62	\$1,198.35	\$2,427.72	\$3,441.99	\$18.68
0.0667	\$660.89	\$1,383.87	\$1,971.74	\$639.13	\$1,340.36	\$1,910.16	\$1,359.83	\$2,785.76	\$3,955.41	\$1,167.26	\$2,396.63	\$3,404.78	\$37.42
0.1000	\$629.89	\$1,352.87	\$1,934.65	\$608.13	\$1,309.36	\$1,873.07	\$1,328.83	\$2,754.76	\$3,918.32	\$1,136.26	\$2,365.63	\$3,367.69	\$56.10
0.1333	\$598.90	\$1,321.88	\$1,897.56	\$577.14	\$1,278.37	\$1,835.98	\$1,297.84	\$2,723.77	\$3,881.23	\$1,105.27	\$2,334.64	\$3,330.60	\$74.78
0.1667	\$567.81	\$1,290.79	\$1,860.35	\$546.05	\$1,247.28	\$1,798.77	\$1,266.75	\$2,692.68	\$3,844.02	\$1,074.18	\$2,303.55	\$3,293.39	\$93.51
0.2000	\$536.81	\$1,259.79	\$1,823.26	\$515.05	\$1,216.28	\$1,761.68	\$1,235.75	\$2,661.68	\$3,806.93	\$1,043.18	\$2,272.55	\$3,256.30	\$112.20
0.2333	\$505.81	\$1,228.79	\$1,786.17	\$484.05	\$1,185.28	\$1,724.59	\$1,204.75	\$2,630.68	\$3,769.84	\$1,012.18	\$2,241.55	\$3,219.21	\$130.88
0.2667	\$474.72	\$1,197.70	\$1,748.96	\$452.96	\$1,154.19	\$1,687.38	\$1,173.66	\$2,599.59	\$3,732.63	\$981.09	\$2,210.46	\$3,182.00	\$149.61
0.3000	\$443.72	\$1,166.70	\$1,711.87	\$421.96	\$1,123.19	\$1,650.29	\$1,142.66	\$2,568.59	\$3,695.54	\$950.09	\$2,179.46	\$3,144.91	\$168.29
0.3333	\$412.72	\$1,135.70	\$1,674.78	\$390.96	\$1,092.19	\$1,613.20	\$1,111.66	\$2,537.59	\$3,658.45	\$919.09	\$2,148.46	\$3,107.82	\$186.97
0.3667	\$381.63	\$1,104.61	\$1,637.57	\$359.87	\$1,061.10	\$1,575.99	\$1,080.57	\$2,506.50	\$3,621.24	\$888.00	\$2,117.37	\$3,070.61	\$205.71
0.4000	\$350.64	\$1,073.62	\$1,600.48	\$328.88	\$1,030.11	\$1,538.90	\$1,049.58	\$2,475.51	\$3,584.15	\$857.01	\$2,086.38	\$3,033.52	\$224.39
0.4333	\$319.64	\$1,042.62	\$1,563.39	\$297.88	\$999.11	\$1,501.81	\$1,018.58	\$2,444.51	\$3,547.06	\$826.01	\$2,055.38	\$2,996.43	\$243.07
0.4667	\$288.55	\$1,011.53	\$1,526.18	\$266.79	\$968.02	\$1,464.60	\$987.49	\$2,413.42	\$3,509.85	\$794.92	\$2,024.29	\$2,959.22	\$261.81
0.5000	\$257.55	\$980.53	\$1,489.09	\$235.79	\$937.02	\$1,427.51	\$956.49	\$2,382.42	\$3,472.76	\$763.92	\$1,993.29	\$2,922.13	\$280.49
0.5333	\$226.55	\$949.53	\$1,452.00	\$204.79	\$906.02	\$1,390.42	\$925.49	\$2,351.42	\$3,435.67	\$732.92	\$1,962.29	\$2,885.04	\$299.17
0.5667	\$195.46	\$918.44	\$1,414.79	\$173.70	\$874.93	\$1,353.21	\$894.40	\$2,320.33	\$3,398.46	\$701.83	\$1,931.20	\$2,847.83	\$317.91
0.6000	\$164.46	\$887.44	\$1,377.70	\$142.70	\$843.93	\$1,316.12	\$863.40	\$2,289.33	\$3,361.37	\$670.83	\$1,900.20	\$2,810.74	\$336.59
0.6333	\$133.47	\$856.45	\$1,340.61	\$111.71	\$812.94	\$1,279.03	\$832.41	\$2,258.34	\$3,324.28	\$639.84	\$1,869.21	\$2,773.65	\$355.27
0.6667	\$102.38	\$825.36	\$1,303.40	\$80.62	\$781.85	\$1,241.82	\$801.32	\$2,227.25	\$3,287.07	\$608.75	\$1,838.12	\$2,736.44	\$374.00
0.7000	\$71.38	\$794.36	\$1,266.31	\$49.62	\$750.85	\$1,204.73	\$770.32	\$2,196.25	\$3,249.98	\$577.75	\$1,807.12	\$2,699.35	\$392.68
0.7333	\$0.00	\$515.10	\$932.14	\$0.00	\$471.59	\$870.56	\$491.06	\$1,916.99	\$2,915.81	\$298.49	\$1,527.86	\$2,365.18	\$560.98
0.7667	\$0.00	\$515.10	\$932.14	\$0.00	\$471.59	\$870.56	\$491.06	\$1,916.99	\$2,915.81	\$298.49	\$1,527.86	\$2,365.18	\$560.98
0.8000	\$0.00	\$515.10	\$932.14	\$0.00	\$471.59	\$870.56	\$491.06	\$1,916.99	\$2,915.81	\$298.49	\$1,527.86	\$2,365.18	\$560.98
0.8333	\$0.00	\$515.10	\$932.14	\$0.00	\$471.59	\$870.56	\$491.06	\$1,916.99	\$2,915.81	\$298.49	\$1,527.86	\$2,365.18	\$560.98
0.8667	\$0.00	\$515.10	\$932.14	\$0.00	\$471.59	\$870.56	\$491.06	\$1,916.99	\$2,915.81	\$298.49	\$1,527.86	\$2,365.18	\$560.98
0.9000	\$0.00	\$515.10	\$932.14	\$0.00	\$471.59	\$870.56	\$491.06	\$1,916.99	\$2,915.81	\$298.49	\$1,527.86	\$2,365.18	\$560.98
0.9333	\$0.00	\$515.10	\$932.14	\$0.00	\$471.59	\$870.56	\$491.06	\$1,916.99	\$2,915.81	\$298.49	\$1,527.86	\$2,365.18	\$560.98
0.9667	\$0.00	\$515.10	\$932.14	\$0.00	\$471.59	\$870.56	\$491.06	\$1,916.99	\$2,915.81	\$298.49	\$1,527.86	\$2,365.18	\$560.98
1.0000	\$0.00	\$515.10	\$932.14	\$0.00	\$471.59	\$870.56	\$491.06	\$1,916.99	\$2,915.81	\$298.49	\$1,527.86	\$2,365.18	\$560.98

January 1, 2016

UPDATED 8/05/2016

**NON-REPRESENTED SALARIED EMPLOYEES
CLASSIFIED ADMIN. AND CONFIDENTIAL EMPLOYEES
AMOUNT TO BE PAID WILL BE BASED ON ACTUAL FTE. TABLES ARE ESTIMATES ONLY**

Employee Only Employee + 1 Employee + 2/more	HEALTH NET PPO PLAN			HEALTH NET POS PLAN			DELTA DENTAL		VSP (Vision Plan) (100% Employee Contribution)		
				NO LONGER AVAILABLE			DeltaCare DHMO	PPO			
	FTE Caps	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more	Employee Only or Family	Employee Only or Family	Employee Only	Employee +1
	\$1,008.89	\$2,017.75	\$2,855.15				\$32.21	\$109.98	\$11.11	\$22.23	\$35.81
	\$977.89	\$1,986.75	\$2,818.06				\$30.01	\$107.78	\$11.11	\$22.23	\$35.81
	\$946.80	\$1,955.66	\$2,780.85				\$27.80	\$105.57	\$11.11	\$22.23	\$35.81
	\$915.80	\$1,924.66	\$2,743.76				\$25.60	\$103.37	\$11.11	\$22.23	\$35.81
	\$884.81	\$1,893.67	\$2,706.67				\$23.39	\$101.16	\$11.11	\$22.23	\$35.81
	\$853.72	\$1,862.58	\$2,669.46				\$21.18	\$98.95	\$11.11	\$22.23	\$35.81
	\$822.72	\$1,831.58	\$2,632.37				\$18.98	\$96.75	\$11.11	\$22.23	\$35.81
	\$791.72	\$1,800.58	\$2,595.28				\$16.78	\$94.55	\$11.11	\$22.23	\$35.81
	\$760.63	\$1,769.49	\$2,558.07				\$14.57	\$92.34	\$11.11	\$22.23	\$35.81
	\$729.63	\$1,738.49	\$2,520.98				\$12.37	\$90.14	\$11.11	\$22.23	\$35.81
	\$698.63	\$1,707.49	\$2,483.89				\$10.16	\$87.93	\$11.11	\$22.23	\$35.81
	\$667.54	\$1,676.40	\$2,446.68				\$7.95	\$85.72	\$11.11	\$22.23	\$35.81
	\$636.55	\$1,645.41	\$2,409.59				\$5.75	\$83.52	\$11.11	\$22.23	\$35.81
	\$605.55	\$1,614.41	\$2,372.50				\$3.55	\$81.32	\$11.11	\$22.23	\$35.81
	\$574.46	\$1,583.32	\$2,335.29				\$1.34	\$79.11	\$11.11	\$22.23	\$35.81
	\$543.46	\$1,552.32	\$2,298.20				\$0.00	\$76.91	\$11.11	\$22.23	\$35.81
	\$512.46	\$1,521.32	\$2,261.11				\$0.00	\$74.70	\$11.11	\$22.23	\$35.81
	\$481.37	\$1,490.23	\$2,223.90				\$0.00	\$72.49	\$11.11	\$22.23	\$35.81
	\$450.37	\$1,459.23	\$2,186.81				\$0.00	\$70.29	\$11.11	\$22.23	\$35.81
	\$419.38	\$1,428.24	\$2,149.72				\$0.00	\$68.09	\$11.11	\$22.23	\$35.81
	\$388.29	\$1,397.15	\$2,112.51				\$0.00	\$65.88	\$11.11	\$22.23	\$35.81
	\$357.29	\$1,366.15	\$2,075.42				\$0.00	\$63.68	\$11.11	\$22.23	\$35.81
	\$78.03	\$1,086.89	\$1,741.25				\$0.00	\$43.83	\$11.11	\$22.23	\$35.81
	\$78.03	\$1,086.89	\$1,741.25				\$0.00	\$43.83	\$11.11	\$22.23	\$35.81
	\$78.03	\$1,086.89	\$1,741.25				\$0.00	\$43.83	\$11.11	\$22.23	\$35.81
	\$78.03	\$1,086.89	\$1,741.25				\$0.00	\$43.83	\$11.11	\$22.23	\$35.81
	\$78.03	\$1,086.89	\$1,741.25				\$0.00	\$43.83	\$11.11	\$22.23	\$35.81
	\$78.03	\$1,086.89	\$1,741.25				\$0.00	\$43.83	\$11.11	\$22.23	\$35.81
	\$78.03	\$1,086.89	\$1,741.25				\$0.00	\$43.83	\$11.11	\$22.23	\$35.81
	\$78.03	\$1,086.89	\$1,741.25				\$0.00	\$43.83	\$11.11	\$22.23	\$35.81
	\$78.03	\$1,086.89	\$1,741.25				\$0.00	\$43.83	\$11.11	\$22.23	\$35.81
	\$78.03	\$1,086.89	\$1,741.25				\$0.00	\$43.83	\$11.11	\$22.23	\$35.81

ADULT SCHOOL HOURLY TEACHERS - BFT (Nine Month Employees)

The amounts below are deducted from October through June mid-month payrolls
AMOUNT TO BE PAID WILL BE BASED ON ACTUAL FTE. TABLES ARE ESTIMATES ONLY

		KAISER HMO (High Option) Nine-Month Rate			KAISER HMO (Low Option) Nine-Month Rate			HEALTH NET HMO (High Option) Nine-Month Rate			HEALTH NET HMO (Low Option) Nine-Month Rate			Cash In Lieu of Benefits Nine-Month Rate
Employee Only		\$963.97			\$934.96			\$1,895.89			\$1,639.13			80% of \$934.96 = \$747.97
Employee + 1		\$1,927.95			\$1,869.93			\$3,797.13			\$3,278.29			
Employee + 2/more		\$2,728.05			\$2,645.95			\$5,372.95			\$4,638.77			
		Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more	Paid to Employee per month
Caps		\$934.96	\$934.96	\$934.96	\$934.96	\$934.96	\$934.96	\$934.96	\$934.96	\$934.96	\$934.96	\$934.96	\$934.96	
Hrs. Per Week														
30.00%	9.00	\$683.49	\$1,647.46	\$2,447.57	\$654.47	\$1,589.45	\$2,365.46	\$1,615.41	\$3,516.65	\$5,092.46	\$1,358.65	\$2,997.81	\$4,358.29	\$224.39
33.33%	10.00	\$652.35	\$1,616.32	\$2,416.43	\$623.34	\$1,558.31	\$2,334.32	\$1,584.27	\$3,485.51	\$5,061.32	\$1,327.51	\$2,966.67	\$4,327.15	\$249.30
36.67%	11.00	\$621.12	\$1,585.10	\$2,385.20	\$592.11	\$1,527.08	\$2,303.10	\$1,553.04	\$3,454.28	\$5,030.10	\$1,296.28	\$2,935.44	\$4,295.92	\$274.28
40.00%	12.00	\$589.99	\$1,553.96	\$2,354.07	\$560.98	\$1,495.95	\$2,271.96	\$1,521.91	\$3,423.15	\$4,998.96	\$1,265.15	\$2,904.31	\$4,264.79	\$299.19
43.33%	13.00	\$558.86	\$1,522.83	\$2,322.94	\$529.84	\$1,464.82	\$2,240.83	\$1,490.78	\$3,392.02	\$4,967.83	\$1,234.02	\$2,873.18	\$4,233.66	\$324.09
46.67%	14.00	\$527.63	\$1,491.60	\$2,291.71	\$498.61	\$1,433.59	\$2,209.60	\$1,459.55	\$3,360.79	\$4,936.60	\$1,202.79	\$2,841.95	\$4,202.43	\$349.08
50.00%	15.00	\$496.49	\$1,460.47	\$2,260.57	\$467.48	\$1,402.45	\$2,178.47	\$1,428.41	\$3,329.65	\$4,905.47	\$1,171.65	\$2,810.81	\$4,171.29	\$373.98
53.33%	16.00	\$465.36	\$1,429.33	\$2,229.44	\$436.35	\$1,371.32	\$2,147.33	\$1,397.28	\$3,298.52	\$4,874.33	\$1,140.52	\$2,779.68	\$4,140.16	\$398.89
56.67%	17.00	\$434.13	\$1,398.10	\$2,198.21	\$405.12	\$1,340.09	\$2,116.10	\$1,366.05	\$3,267.29	\$4,843.10	\$1,109.29	\$2,748.45	\$4,108.93	\$423.87
60.00%	18.00	\$403.00	\$1,366.97	\$2,167.08	\$373.98	\$1,308.96	\$2,084.97	\$1,334.92	\$3,236.16	\$4,811.97	\$1,078.16	\$2,717.32	\$4,077.80	\$448.78
63.33%	19.00	\$371.86	\$1,335.84	\$2,135.94	\$342.85	\$1,277.82	\$2,053.84	\$1,303.78	\$3,205.02	\$4,780.84	\$1,047.02	\$2,686.18	\$4,046.66	\$473.69
66.67%	20.00	\$340.64	\$1,304.61	\$2,104.72	\$311.62	\$1,246.60	\$2,022.61	\$1,272.56	\$3,173.80	\$4,749.61	\$1,015.80	\$2,654.96	\$4,015.44	\$498.67
70.00%	21.00	\$309.50	\$1,273.47	\$2,073.58	\$280.49	\$1,215.46	\$1,991.47	\$1,241.42	\$3,142.66	\$4,718.47	\$984.66	\$2,623.82	\$3,984.30	\$523.58
73.33%	22.00	\$278.37	\$1,242.34	\$2,042.45	\$249.35	\$1,184.33	\$1,960.34	\$1,210.29	\$3,111.53	\$4,687.34	\$953.53	\$2,592.69	\$3,953.17	\$548.48
76.67%	23.00	\$247.14	\$1,211.11	\$2,011.22	\$218.13	\$1,153.10	\$1,929.11	\$1,179.06	\$3,080.30	\$4,656.11	\$922.30	\$2,561.46	\$3,921.94	\$573.47
80.00%	24.00	\$216.01	\$1,179.98	\$1,980.09	\$186.99	\$1,121.97	\$1,897.98	\$1,147.93	\$3,049.17	\$4,624.98	\$891.17	\$2,530.33	\$3,890.81	\$598.37
83.33%	25.00	\$184.87	\$1,148.84	\$1,948.95	\$155.86	\$1,090.83	\$1,866.84	\$1,116.79	\$3,018.03	\$4,593.84	\$860.03	\$2,499.19	\$3,859.67	\$623.28
86.67%	26.00	\$153.64	\$1,117.62	\$1,917.72	\$124.63	\$1,059.60	\$1,835.62	\$1,085.56	\$2,986.80	\$4,562.62	\$828.80	\$2,467.96	\$3,828.44	\$648.26
90.00%	27.00	\$122.51	\$1,086.48	\$1,886.59	\$93.50	\$1,028.47	\$1,804.48	\$1,054.43	\$2,955.67	\$4,531.48	\$797.67	\$2,436.83	\$3,797.31	\$673.17
93.33%	28.00	\$91.38	\$1,055.35	\$1,855.46	\$62.36	\$997.34	\$1,773.35	\$1,023.30	\$2,924.54	\$4,500.35	\$766.54	\$2,405.70	\$3,766.18	\$698.08
96.67%	29.00	\$60.15	\$1,024.12	\$1,824.23	\$31.13	\$966.11	\$1,742.12	\$992.07	\$2,893.31	\$4,469.12	\$735.31	\$2,374.47	\$3,734.95	\$723.06
100.00%	30.00	\$29.01	\$992.99	\$1,793.09	\$0.00	\$934.97	\$1,710.99	\$960.93	\$2,862.17	\$4,437.99	\$704.17	\$2,343.33	\$3,703.81	\$747.97

January 1, 2016

UPDATED 8/05/2016

ADULT SCHOOL HOURLY TEACHERS - BFT (Nine Month Employees)

The amounts below are deducted from October through June mid-month payrolls

AMOUNT TO BE PAID WILL BE BASED ON ACTUAL FTE. TABLES ARE ESTIMATES ONLY

Employee Only Employee + 1 Employee + 2/more	HEALTH NET PPO PLAN Nine-Month Rates			HEALTH NET POS PLAN Nine-Month Rates			DELTA DENTAL Nine-Month Rates		VSP (Vision Plan) (100% Employee Contribution) Nine-Month Rates		
				NO LONGER AVAILABLE			Delta Care DHMO	PPO			
	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more	Employee Only or Family	Employee Only or Family	Employee Only	Employee +1	Employee + 2/more
	\$1,345.19	\$2,690.33	\$3,806.87				\$42.95	\$146.64	\$14.81	\$29.64	\$47.75
	\$934.96	\$934.96	\$934.96				\$88.20	\$88.20	\$0.00	\$0.00	\$0.00
Hrs. Per Week											
30.00%	9.00	\$1,064.70	\$2,409.85	\$3,526.38			\$16.49	\$120.18	\$14.81	\$29.64	\$47.75
33.33%	10.00	\$1,033.56	\$2,378.71	\$3,495.24			\$13.55	\$117.24	\$14.81	\$29.64	\$47.75
36.67%	11.00	\$1,002.34	\$2,347.48	\$3,464.02			\$10.60	\$114.30	\$14.81	\$29.64	\$47.75
40.00%	12.00	\$971.20	\$2,316.35	\$3,432.88			\$7.67	\$111.36	\$14.81	\$29.64	\$47.75
43.33%	13.00	\$940.07	\$2,285.22	\$3,401.75			\$4.73	\$108.42	\$14.81	\$29.64	\$47.75
46.67%	14.00	\$908.84	\$2,253.99	\$3,370.52			\$1.78	\$105.48	\$14.81	\$29.64	\$47.75
50.00%	15.00	\$877.71	\$2,222.85	\$3,339.39			\$0.00	\$102.54	\$14.81	\$29.64	\$47.75
53.33%	16.00	\$846.57	\$2,191.72	\$3,308.25			\$0.00	\$99.60	\$14.81	\$29.64	\$47.75
56.67%	17.00	\$815.34	\$2,160.49	\$3,277.02			\$0.00	\$96.66	\$14.81	\$29.64	\$47.75
60.00%	18.00	\$784.21	\$2,129.36	\$3,245.89			\$0.00	\$93.72	\$14.81	\$29.64	\$47.75
63.33%	19.00	\$753.08	\$2,098.22	\$3,214.76			\$0.00	\$90.78	\$14.81	\$29.64	\$47.75
66.67%	20.00	\$721.85	\$2,067.00	\$3,183.53			\$0.00	\$87.84	\$14.81	\$29.64	\$47.75
70.00%	21.00	\$690.71	\$2,035.86	\$3,152.39			\$0.00	\$84.90	\$14.81	\$29.64	\$47.75
73.33%	22.00	\$659.58	\$2,004.73	\$3,121.26			\$0.00	\$81.96	\$14.81	\$29.64	\$47.75
76.67%	23.00	\$628.35	\$1,973.50	\$3,090.03			\$0.00	\$79.02	\$14.81	\$29.64	\$47.75
80.00%	24.00	\$597.22	\$1,942.37	\$3,058.90			\$0.00	\$76.08	\$14.81	\$29.64	\$47.75
83.33%	25.00	\$566.08	\$1,911.23	\$3,027.76			\$0.00	\$73.14	\$14.81	\$29.64	\$47.75
86.67%	26.00	\$534.86	\$1,880.00	\$2,996.54			\$0.00	\$70.20	\$14.81	\$29.64	\$47.75
90.00%	27.00	\$503.72	\$1,848.87	\$2,965.40			\$0.00	\$67.26	\$14.81	\$29.64	\$47.75
93.33%	28.00	\$472.59	\$1,817.74	\$2,934.27			\$0.00	\$64.32	\$14.81	\$29.64	\$47.75
96.67%	29.00	\$441.36	\$1,786.51	\$2,903.04			\$0.00	\$61.38	\$14.81	\$29.64	\$47.75
100.00%	30.00	\$410.23	\$1,755.37	\$2,871.91			\$0.00	\$58.44	\$14.81	\$29.64	\$47.75

January 1, 2016

UPDATED 8/05/2016

INDEPENDENT STUDY HOURLY TEACHERS - BFT (Ten Month Employees)

The amounts below are deducted from September through June mid-month payrolls

AMOUNT TO BE PAID WILL BE BASED ON ACTUAL FTE. TABLES ARE ESTIMATES ONLY

		KAISER HMO (High Option) Ten-Month Rate			KAISER HMO (Low Option) Ten-Month Rate			HEALTH NET HMO (High Option) Ten-Month Rate			HEALTH NET HMO (Low Option) Ten-Month Rate			Cash In Lieu of Benefits Ten-Month Rate
Employee Only		\$867.58			\$841.46			\$1,706.30			\$1,475.22			80% of \$841.46 = \$673.17
Employee + 1		\$1,735.15			\$1,682.94			\$3,417.42			\$2,950.46			
Employee + 2/more		\$2,455.25			\$2,381.35			\$4,835.65			\$4,174.90			
		Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more	Paid to Employee per month
Caps		\$525.92	\$955.85	\$1,312.68	\$525.92	\$955.85	\$1,312.68	\$614.16	\$1,135.34	\$1,312.68	\$614.16	\$1,135.34	\$1,312.68	
Hrs. Per Week														
30.00%	9.00	\$709.80	\$1,448.40	\$2,061.44	\$683.69	\$1,396.19	\$1,987.55	\$1,522.06	\$3,076.82	\$4,441.85	\$1,290.97	\$2,609.86	\$3,781.09	\$201.95
33.33%	10.00	\$692.29	\$1,416.57	\$2,017.73	\$666.17	\$1,364.36	\$1,943.84	\$1,501.60	\$3,039.01	\$4,398.14	\$1,270.52	\$2,572.05	\$3,737.38	\$224.37
36.67%	11.00	\$674.72	\$1,384.64	\$1,973.89	\$648.61	\$1,332.43	\$1,899.99	\$1,481.09	\$3,001.09	\$4,354.29	\$1,250.01	\$2,534.13	\$3,693.54	\$246.85
40.00%	12.00	\$657.21	\$1,352.81	\$1,930.18	\$631.09	\$1,300.60	\$1,856.28	\$1,460.64	\$2,963.28	\$4,310.58	\$1,229.56	\$2,496.33	\$3,649.82	\$269.27
43.33%	13.00	\$639.69	\$1,320.98	\$1,886.46	\$613.58	\$1,268.77	\$1,812.57	\$1,440.19	\$2,925.48	\$4,266.87	\$1,209.10	\$2,458.52	\$3,606.11	\$291.69
46.67%	14.00	\$622.13	\$1,289.06	\$1,842.62	\$596.02	\$1,236.85	\$1,768.72	\$1,419.68	\$2,887.55	\$4,223.02	\$1,188.59	\$2,420.60	\$3,562.27	\$314.17
50.00%	15.00	\$604.61	\$1,257.23	\$1,798.91	\$578.50	\$1,205.02	\$1,725.01	\$1,399.22	\$2,849.75	\$4,179.31	\$1,168.14	\$2,382.79	\$3,518.56	\$336.59
53.33%	16.00	\$587.10	\$1,225.40	\$1,755.20	\$560.99	\$1,173.19	\$1,681.30	\$1,378.77	\$2,811.94	\$4,135.60	\$1,147.69	\$2,344.99	\$3,474.84	\$359.00
56.67%	17.00	\$569.53	\$1,193.47	\$1,711.35	\$543.42	\$1,141.26	\$1,637.46	\$1,358.26	\$2,774.02	\$4,091.76	\$1,127.18	\$2,307.06	\$3,431.00	\$381.49
60.00%	18.00	\$552.02	\$1,161.64	\$1,667.64	\$525.91	\$1,109.43	\$1,593.74	\$1,337.81	\$2,736.21	\$4,048.04	\$1,106.72	\$2,269.26	\$3,387.29	\$403.90
63.33%	19.00	\$534.51	\$1,129.81	\$1,623.93	\$508.40	\$1,077.60	\$1,550.03	\$1,317.36	\$2,698.41	\$4,004.33	\$1,086.27	\$2,231.45	\$3,343.58	\$426.32
66.67%	20.00	\$516.94	\$1,097.89	\$1,580.08	\$490.83	\$1,045.68	\$1,506.19	\$1,296.84	\$2,660.49	\$3,960.49	\$1,065.76	\$2,193.53	\$3,299.73	\$448.80
70.00%	21.00	\$499.43	\$1,066.06	\$1,536.37	\$473.32	\$1,013.85	\$1,462.48	\$1,276.39	\$2,622.68	\$3,916.78	\$1,045.31	\$2,155.72	\$3,256.02	\$471.22
73.33%	22.00	\$481.92	\$1,034.23	\$1,492.66	\$455.80	\$982.02	\$1,418.76	\$1,255.94	\$2,584.87	\$3,873.06	\$1,024.86	\$2,117.92	\$3,212.31	\$493.64
76.67%	23.00	\$464.35	\$1,002.30	\$1,448.82	\$438.24	\$950.09	\$1,374.92	\$1,235.43	\$2,546.95	\$3,829.22	\$1,004.34	\$2,080.00	\$3,168.46	\$516.12
80.00%	24.00	\$446.84	\$970.47	\$1,405.10	\$420.72	\$918.26	\$1,331.21	\$1,214.98	\$2,509.14	\$3,785.51	\$983.89	\$2,042.19	\$3,124.75	\$538.54
83.33%	25.00	\$429.32	\$938.64	\$1,361.39	\$403.21	\$886.43	\$1,287.50	\$1,194.52	\$2,471.34	\$3,741.80	\$963.44	\$2,004.38	\$3,081.04	\$560.95
86.67%	26.00	\$411.76	\$906.72	\$1,317.55	\$385.65	\$854.51	\$1,243.65	\$1,174.01	\$2,433.42	\$3,697.95	\$942.93	\$1,966.46	\$3,037.20	\$583.44
90.00%	27.00	\$394.24	\$874.89	\$1,273.84	\$368.13	\$822.68	\$1,199.94	\$1,153.56	\$2,395.61	\$3,654.24	\$922.48	\$1,928.65	\$2,993.48	\$605.85
93.33%	28.00	\$376.73	\$843.06	\$1,230.12	\$350.62	\$790.85	\$1,156.23	\$1,133.11	\$2,357.80	\$3,610.53	\$902.02	\$1,890.85	\$2,949.77	\$628.27
96.67%	29.00	\$359.17	\$811.13	\$1,186.28	\$333.05	\$758.92	\$1,112.38	\$1,112.60	\$2,319.88	\$3,566.68	\$881.51	\$1,852.93	\$2,905.93	\$650.75
100.00%	30.00	\$341.65	\$779.30	\$1,142.57	\$315.54	\$727.09	\$1,068.67	\$1,092.14	\$2,282.08	\$3,522.97	\$861.06	\$1,815.12	\$2,862.22	\$673.17

January 1, 2016

UPDATED 8/05/2016

INDEPENDENT STUDY HOURLY TEACHERS - BFT (Ten Month Employees)

The amounts below are deducted from September through June mid-month payrolls

AMOUNT TO BE PAID WILL BE BASED ON ACTUAL FTE. TABLES ARE ESTIMATES ONLY

	HEALTH NET PPO PLAN Ten-Month Rate			HEALTH NET POS PLAN Ten-Month Rate			DELTA DENTAL		VSP (Vision Plan) (100% Employee Contribution) Ten Month Rate		
	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more	DeltaCare DHMO	PPO	Employee Only	Employee +1	Employee + 2/more
Employee Only	\$1,210.67			NO LONGER AVAILABLE			\$38.65	\$131.98	\$13.33		
Employee + 1	\$2,421.30			NO LONGER AVAILABLE			\$38.65	\$131.98	\$26.68		
Employee + 2/more	\$3,426.18			NO LONGER AVAILABLE			\$38.65	\$131.98	\$42.97		
	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more	Employee Only or Family	Employee Only or Family	Employee Only	Employee +1	Employee + 2/more
Caps	\$614.16	\$1,135.34	\$1,312.68				\$79.38	\$79.38	\$0.00	\$0.00	\$0.00
Hrs. Per Week											
30.00%	9.00	\$1,026.42	\$2,080.70	\$3,032.38			\$14.84	\$108.16	\$13.33	\$26.68	\$42.97
33.33%	10.00	\$1,005.97	\$2,042.89	\$2,988.66			\$12.19	\$105.52	\$13.33	\$26.68	\$42.97
36.67%	11.00	\$985.46	\$2,004.97	\$2,944.82			\$9.54	\$102.87	\$13.33	\$26.68	\$42.97
40.00%	12.00	\$965.00	\$1,967.16	\$2,901.11			\$6.90	\$100.22	\$13.33	\$26.68	\$42.97
43.33%	13.00	\$944.55	\$1,929.36	\$2,857.40			\$4.26	\$97.58	\$13.33	\$26.68	\$42.97
46.67%	14.00	\$924.04	\$1,891.43	\$2,813.55			\$1.61	\$94.93	\$13.33	\$26.68	\$42.97
50.00%	15.00	\$903.59	\$1,853.63	\$2,769.84			\$0.00	\$92.29	\$13.33	\$26.68	\$42.97
53.33%	16.00	\$883.14	\$1,815.82	\$2,726.13			\$0.00	\$89.64	\$13.33	\$26.68	\$42.97
56.67%	17.00	\$862.62	\$1,777.90	\$2,682.28			\$0.00	\$86.99	\$13.33	\$26.68	\$42.97
60.00%	18.00	\$842.17	\$1,740.09	\$2,638.57			\$0.00	\$84.35	\$13.33	\$26.68	\$42.97
63.33%	19.00	\$821.72	\$1,702.29	\$2,594.86			\$0.00	\$81.70	\$13.33	\$26.68	\$42.97
66.67%	20.00	\$801.21	\$1,664.37	\$2,551.02			\$0.00	\$79.05	\$13.33	\$26.68	\$42.97
70.00%	21.00	\$780.76	\$1,626.56	\$2,507.30			\$0.00	\$76.41	\$13.33	\$26.68	\$42.97
73.33%	22.00	\$760.30	\$1,588.75	\$2,463.59			\$0.00	\$73.77	\$13.33	\$26.68	\$42.97
76.67%	23.00	\$739.79	\$1,550.83	\$2,419.75			\$0.00	\$71.12	\$13.33	\$26.68	\$42.97
80.00%	24.00	\$719.34	\$1,513.02	\$2,376.04			\$0.00	\$68.47	\$13.33	\$26.68	\$42.97
83.33%	25.00	\$698.89	\$1,475.22	\$2,332.32			\$0.00	\$65.83	\$13.33	\$26.68	\$42.97
86.67%	26.00	\$678.38	\$1,437.30	\$2,288.48			\$0.00	\$63.18	\$13.33	\$26.68	\$42.97
90.00%	27.00	\$657.92	\$1,399.49	\$2,244.77			\$0.00	\$60.53	\$13.33	\$26.68	\$42.97
93.33%	28.00	\$637.47	\$1,361.68	\$2,201.06			\$0.00	\$57.89	\$13.33	\$26.68	\$42.97
96.67%	29.00	\$616.96	\$1,323.76	\$2,157.21			\$0.00	\$55.24	\$13.33	\$26.68	\$42.97
100.00%	30.00	\$596.51	\$1,285.96	\$2,113.50			\$0.00	\$52.60	\$13.33	\$26.68	\$42.97

January 1, 2016

UPDATED 8/05/2016