

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

2019 CalPERS Premium Rates Bay Area Region 12-Month			
Plans	EE	EE+1	FAM
Kaiser	\$768.25	\$1,536.50	\$1,997.45
Anthem HMO Select	\$831.44	\$1,662.88	\$2,161.74
Anthem HMO Traditional	\$1,111.13	\$2,222.26	\$2,888.94
Health Net SmartCare	\$901.55	\$1,803.10	\$2,344.03
Western Health Advantage	\$767.01	\$1,534.02	\$1,994.23
PERS Choice	\$866.27	\$1,732.54	\$2,252.30
PERS Select	\$543.19	\$1,086.38	\$1,412.29
PERS Care	\$1,131.68	\$2,263.36	\$2,942.37
Cash-In-Lieu	\$614.60		
DELTA DENTAL PPO	\$102.77	\$102.77	\$102.77
DELTACARE DHMO	\$32.21	\$32.21	\$32.21
VSP	\$8.98	\$17.96	\$28.93

2019 CalPERS Premium Rates Bay Area Region 10-Month		
EE	EE+1	FAM
\$921.90	\$1,843.80	\$2,396.94
\$997.73	\$1,995.46	\$2,594.09
\$1,333.36	\$2,666.71	\$3,466.73
\$1,081.86	\$2,163.72	\$2,812.84
\$920.41	\$1,840.82	\$2,393.08
\$1,039.52	\$2,079.05	\$2,702.76
\$651.83	\$1,303.66	\$1,694.75
\$1,358.02	\$2,716.03	\$3,530.84
\$737.52		
\$123.32	\$123.32	\$123.32
\$38.65	\$38.65	\$38.65
\$10.78	\$21.55	\$34.72

2019 District Caps: 12-Month		
Medical	\$830.62	\$925.86
Dental		
DHMO	\$66.15	
PPO	\$66.15	

2019 District Caps: 10-Month		
\$996.74	\$1,111.03	\$1,330.68
\$79.38		
\$79.38		

Effective January 1, 2019
AS OF

UPDATED 8/17/2018

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

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

	Kaiser			Anthem HMO Select			Anthem HMO Traditional			Cash In Lieu of Benefits Ten-Month Rate
	Employee Only	Employee +1	Employee +2/more	Employee Only	Employee +1	Employee +2/more	Employee Only	Employee +1	Employee +2/more	80% of Kaiser = \$614.60
Employee Only	\$768.25			\$831.44			\$1,111.13			
Employee + 1	\$1,536.50			\$1,662.88			\$2,222.26			
Employee + 2/more	\$1,997.45			\$2,161.74			\$2,888.94			
FTE	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	\$830.62	\$925.86	\$1,108.90	\$830.62	\$925.86	\$1,108.90	\$830.62	\$925.86	\$1,108.90	
0.00	\$768.25	\$1,536.50	\$1,997.45	\$831.44	\$1,662.88	\$2,161.74	\$1,111.13	\$2,222.26	\$2,888.94	\$0.00
0.03	\$743.33	\$1,508.72	\$1,964.18	\$806.52	\$1,635.10	\$2,128.47	\$1,086.21	\$2,194.48	\$2,855.67	\$18.44
0.70	\$186.82	\$888.40	\$1,221.22	\$250.01	\$1,014.78	\$1,385.51	\$529.70	\$1,574.16	\$2,112.71	\$430.22
0.10	\$685.19	\$1,443.91	\$1,886.56	\$748.38	\$1,570.29	\$2,050.85	\$1,028.07	\$2,129.67	\$2,778.05	\$61.46
0.13	\$660.27	\$1,416.14	\$1,853.29	\$723.46	\$1,542.52	\$2,017.58	\$1,003.15	\$2,101.90	\$2,744.78	\$79.90
0.17	\$627.04	\$1,379.10	\$1,808.94	\$690.23	\$1,505.48	\$1,973.23	\$969.92	\$2,064.86	\$2,700.43	\$104.48
0.20	\$602.13	\$1,351.33	\$1,775.67	\$665.32	\$1,477.71	\$1,939.96	\$945.01	\$2,037.09	\$2,667.16	\$122.92
0.23	\$577.21	\$1,323.55	\$1,742.40	\$640.40	\$1,449.93	\$1,906.69	\$920.09	\$2,009.31	\$2,633.89	\$141.36
0.27	\$543.98	\$1,286.52	\$1,698.05	\$607.17	\$1,412.90	\$1,862.34	\$886.86	\$1,972.28	\$2,589.54	\$165.94
0.30	\$519.06	\$1,258.74	\$1,664.78	\$582.25	\$1,385.12	\$1,829.07	\$861.94	\$1,944.50	\$2,556.27	\$184.38
0.33	\$494.15	\$1,230.97	\$1,631.51	\$557.34	\$1,357.35	\$1,795.80	\$837.03	\$1,916.73	\$2,523.00	\$202.82
0.37	\$460.92	\$1,193.93	\$1,587.16	\$524.11	\$1,320.31	\$1,751.45	\$803.80	\$1,879.69	\$2,478.65	\$227.40
0.40	\$436.00	\$1,166.16	\$1,553.89	\$499.19	\$1,292.54	\$1,718.18	\$778.88	\$1,851.92	\$2,445.38	\$245.84
0.43	\$411.08	\$1,138.38	\$1,520.62	\$474.27	\$1,264.76	\$1,684.91	\$753.96	\$1,824.14	\$2,412.11	\$264.28
0.47	\$377.86	\$1,101.35	\$1,476.27	\$441.05	\$1,227.73	\$1,640.56	\$720.74	\$1,787.11	\$2,367.76	\$288.86
0.50	\$352.94	\$1,073.57	\$1,443.00	\$416.13	\$1,199.95	\$1,607.29	\$695.82	\$1,759.33	\$2,334.49	\$307.30
0.53	\$328.02	\$1,045.79	\$1,409.73	\$391.21	\$1,172.17	\$1,574.02	\$670.90	\$1,731.55	\$2,301.22	\$325.74
0.57	\$294.80	\$1,008.76	\$1,365.38	\$357.99	\$1,135.14	\$1,529.67	\$637.68	\$1,694.52	\$2,256.87	\$350.32
0.60	\$269.88	\$980.98	\$1,332.11	\$333.07	\$1,107.36	\$1,496.40	\$612.76	\$1,666.74	\$2,223.60	\$368.76
0.63	\$244.96	\$953.21	\$1,298.84	\$308.15	\$1,079.59	\$1,463.13	\$587.84	\$1,638.97	\$2,190.33	\$387.20
0.67	\$211.73	\$916.17	\$1,254.49	\$274.92	\$1,042.55	\$1,418.78	\$554.61	\$1,601.93	\$2,145.98	\$411.78
0.70	\$186.82	\$888.40	\$1,221.22	\$250.01	\$1,014.78	\$1,385.51	\$529.70	\$1,574.16	\$2,112.71	\$430.22
0.73	\$0.00	\$610.64	\$888.55	\$0.82	\$737.02	\$1,052.84	\$280.51	\$1,296.40	\$1,780.04	\$614.60
0.77	\$0.00	\$610.64	\$888.55	\$0.82	\$737.02	\$1,052.84	\$280.51	\$1,296.40	\$1,780.04	\$614.60
0.80	\$0.00	\$610.64	\$888.55	\$0.82	\$737.02	\$1,052.84	\$280.51	\$1,296.40	\$1,780.04	\$614.60
0.83	\$0.00	\$610.64	\$888.55	\$0.82	\$737.02	\$1,052.84	\$280.51	\$1,296.40	\$1,780.04	\$614.60
0.87	\$0.00	\$610.64	\$888.55	\$0.82	\$737.02	\$1,052.84	\$280.51	\$1,296.40	\$1,780.04	\$614.60
0.90	\$0.00	\$610.64	\$888.55	\$0.82	\$737.02	\$1,052.84	\$280.51	\$1,296.40	\$1,780.04	\$614.60
0.93	\$0.00	\$610.64	\$888.55	\$0.82	\$737.02	\$1,052.84	\$280.51	\$1,296.40	\$1,780.04	\$614.60
0.97	\$0.00	\$610.64	\$888.55	\$0.82	\$737.02	\$1,052.84	\$280.51	\$1,296.40	\$1,780.04	\$614.60
1.00	\$0.00	\$610.64	\$888.55	\$0.82	\$737.02	\$1,052.84	\$280.51	\$1,296.40	\$1,780.04	\$614.60

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

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

	Health Net SmartCare HMO			Western Health Advantage HMO		
	Employee Only	Employee +1	Employee +2/more	Employee Only	Employee +1	Employee +2/more
Employee Only		\$901.55			\$767.01	
Employee + 1		\$1,803.10			\$1,534.02	
Employee + 2/more		\$2,344.03			\$1,994.23	
FTE	Employee Only	Employee +1	Employee +2/more	Employee Only	Employee +1	Employee +2/more
Caps	\$830.62	\$925.86	\$1,108.90	\$830.62	\$925.86	\$1,108.90
0.00	\$901.55	\$1,803.10	\$2,344.03	\$767.01	\$1,534.02	\$1,994.23
0.03	\$876.63	\$1,775.32	\$2,310.76	\$742.09	\$1,506.24	\$1,960.96
0.70	\$320.12	\$1,155.00	\$1,567.80	\$185.58	\$885.92	\$1,218.00
0.10	\$818.49	\$1,710.51	\$2,233.14	\$683.95	\$1,441.43	\$1,883.34
0.13	\$793.57	\$1,682.74	\$2,199.87	\$659.03	\$1,413.66	\$1,850.07
0.17	\$760.34	\$1,645.70	\$2,155.52	\$625.80	\$1,376.62	\$1,805.72
0.20	\$735.43	\$1,617.93	\$2,122.25	\$600.89	\$1,348.85	\$1,772.45
0.23	\$710.51	\$1,590.15	\$2,088.98	\$575.97	\$1,321.07	\$1,739.18
0.27	\$677.28	\$1,553.12	\$2,044.63	\$542.74	\$1,284.04	\$1,694.83
0.30	\$652.36	\$1,525.34	\$2,011.36	\$517.82	\$1,256.26	\$1,661.56
0.33	\$627.45	\$1,497.57	\$1,978.09	\$492.91	\$1,228.49	\$1,628.29
0.37	\$594.22	\$1,460.53	\$1,933.74	\$459.68	\$1,191.45	\$1,583.94
0.40	\$569.30	\$1,432.76	\$1,900.47	\$434.76	\$1,163.68	\$1,550.67
0.43	\$544.38	\$1,404.98	\$1,867.20	\$409.84	\$1,135.90	\$1,517.40
0.47	\$511.16	\$1,367.95	\$1,822.85	\$376.62	\$1,098.87	\$1,473.05
0.50	\$486.24	\$1,340.17	\$1,789.58	\$351.70	\$1,071.09	\$1,439.78
0.53	\$461.32	\$1,312.39	\$1,756.31	\$326.78	\$1,043.31	\$1,406.51
0.57	\$428.10	\$1,275.36	\$1,711.96	\$293.56	\$1,006.28	\$1,362.16
0.60	\$403.18	\$1,247.58	\$1,678.69	\$268.64	\$978.50	\$1,328.89
0.63	\$378.26	\$1,219.81	\$1,645.42	\$243.72	\$950.73	\$1,295.62
0.67	\$345.03	\$1,182.77	\$1,601.07	\$210.49	\$913.69	\$1,251.27
0.70	\$320.12	\$1,155.00	\$1,567.80	\$185.58	\$885.92	\$1,218.00
0.73	\$70.93	\$877.24	\$1,235.13	\$0.00	\$608.16	\$885.33
0.77	\$70.93	\$877.24	\$1,235.13	\$0.00	\$608.16	\$885.33
0.80	\$70.93	\$877.24	\$1,235.13	\$0.00	\$608.16	\$885.33
0.83	\$70.93	\$877.24	\$1,235.13	\$0.00	\$608.16	\$885.33
0.87	\$70.93	\$877.24	\$1,235.13	\$0.00	\$608.16	\$885.33
0.90	\$70.93	\$877.24	\$1,235.13	\$0.00	\$608.16	\$885.33
0.93	\$70.93	\$877.24	\$1,235.13	\$0.00	\$608.16	\$885.33
0.97	\$70.93	\$877.24	\$1,235.13	\$0.00	\$608.16	\$885.33
1.00	\$70.93	\$877.24	\$1,235.13	\$0.00	\$608.16	\$885.33

Effective January 1, 2019

UPDATED 8/17/2018

page 38

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

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

	PERS Choice			PERS Select			PERS Care		
	Employee Only	Employee + 1	Employee + 2/more	Employee Only	Employee + 1	Employee + 2/more	Employee Only	Employee + 1	Employee + 2/more
Employee Only	\$866.27			\$543.19			\$1,131.68		
Employee + 1	\$1,732.54			\$1,086.38			\$2,263.36		
Employee + 2/more	\$2,252.30			\$1,412.29			\$2,942.37		
FTE	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more
Caps	\$830.62	\$925.86	\$1,108.90	\$830.62	\$925.86	\$1,108.90	\$830.62	\$925.86	\$1,108.90
0.00	\$866.27	\$1,732.54	\$2,252.30	\$543.19	\$1,086.38	\$1,412.29	\$1,131.68	\$2,263.36	\$2,942.37
0.03	\$841.35	\$1,704.76	\$2,219.03	\$518.27	\$1,058.60	\$1,379.02	\$1,106.76	\$2,235.58	\$2,909.10
0.70	\$284.84	\$1,084.44	\$1,476.07	\$0.00	\$438.28	\$636.06	\$550.25	\$1,615.26	\$2,166.14
0.10	\$783.21	\$1,639.95	\$2,141.41	\$460.13	\$993.79	\$1,301.40	\$1,048.62	\$2,170.77	\$2,831.48
0.13	\$758.29	\$1,612.18	\$2,108.14	\$435.21	\$966.02	\$1,268.13	\$1,023.70	\$2,143.00	\$2,798.21
0.17	\$725.06	\$1,575.14	\$2,063.79	\$401.98	\$928.98	\$1,223.78	\$990.47	\$2,105.96	\$2,753.86
0.20	\$700.15	\$1,547.37	\$2,030.52	\$377.07	\$901.21	\$1,190.51	\$965.56	\$2,078.19	\$2,720.59
0.23	\$675.23	\$1,519.59	\$1,997.25	\$352.15	\$873.43	\$1,157.24	\$940.64	\$2,050.41	\$2,687.32
0.27	\$642.00	\$1,482.56	\$1,952.90	\$318.92	\$836.40	\$1,112.89	\$907.41	\$2,013.38	\$2,642.97
0.30	\$617.08	\$1,454.78	\$1,919.63	\$294.00	\$808.62	\$1,079.62	\$882.49	\$1,985.60	\$2,609.70
0.33	\$592.17	\$1,427.01	\$1,886.36	\$269.09	\$780.85	\$1,046.35	\$857.58	\$1,957.83	\$2,576.43
0.37	\$558.94	\$1,389.97	\$1,842.01	\$235.86	\$743.81	\$1,002.00	\$824.35	\$1,920.79	\$2,532.08
0.40	\$534.02	\$1,362.20	\$1,808.74	\$210.94	\$716.04	\$968.73	\$799.43	\$1,893.02	\$2,498.81
0.43	\$509.10	\$1,334.42	\$1,775.47	\$186.02	\$688.26	\$935.46	\$774.51	\$1,865.24	\$2,465.54
0.47	\$475.88	\$1,297.39	\$1,731.12	\$152.80	\$651.23	\$891.11	\$741.29	\$1,828.21	\$2,421.19
0.50	\$450.96	\$1,269.61	\$1,697.85	\$127.88	\$623.45	\$857.84	\$716.37	\$1,800.43	\$2,387.92
0.53	\$426.04	\$1,241.83	\$1,664.58	\$102.96	\$595.67	\$824.57	\$691.45	\$1,772.65	\$2,354.65
0.57	\$392.82	\$1,204.80	\$1,620.23	\$69.74	\$558.64	\$780.22	\$658.23	\$1,735.62	\$2,310.30
0.60	\$367.90	\$1,177.02	\$1,586.96	\$44.82	\$530.86	\$746.95	\$633.31	\$1,707.84	\$2,277.03
0.63	\$342.98	\$1,149.25	\$1,553.69	\$19.90	\$503.09	\$713.68	\$608.39	\$1,680.07	\$2,243.76
0.67	\$309.75	\$1,112.21	\$1,509.34	\$0.00	\$466.05	\$669.33	\$575.16	\$1,643.03	\$2,199.41
0.70	\$284.84	\$1,084.44	\$1,476.07	\$0.00	\$438.28	\$636.06	\$550.25	\$1,615.26	\$2,166.14
0.73	\$35.65	\$806.68	\$1,143.40	\$0.00	\$160.52	\$303.39	\$301.06	\$1,337.50	\$1,833.47
0.77	\$35.65	\$806.68	\$1,143.40	\$0.00	\$160.52	\$303.39	\$301.06	\$1,337.50	\$1,833.47
0.80	\$35.65	\$806.68	\$1,143.40	\$0.00	\$160.52	\$303.39	\$301.06	\$1,337.50	\$1,833.47
0.83	\$35.65	\$806.68	\$1,143.40	\$0.00	\$160.52	\$303.39	\$301.06	\$1,337.50	\$1,833.47
0.87	\$35.65	\$806.68	\$1,143.40	\$0.00	\$160.52	\$303.39	\$301.06	\$1,337.50	\$1,833.47
0.90	\$35.65	\$806.68	\$1,143.40	\$0.00	\$160.52	\$303.39	\$301.06	\$1,337.50	\$1,833.47
0.93	\$35.65	\$806.68	\$1,143.40	\$0.00	\$160.52	\$303.39	\$301.06	\$1,337.50	\$1,833.47
0.97	\$35.65	\$806.68	\$1,143.40	\$0.00	\$160.52	\$303.39	\$301.06	\$1,337.50	\$1,833.47
1.00	\$35.65	\$806.68	\$1,143.40	\$0.00	\$160.52	\$303.39	\$301.06	\$1,337.50	\$1,833.47

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

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

	DELTA DENTAL		VSP (Vision Plan) (100% Employee Contribution)		
	DeltaCare DHMO	PPO			
	Employee Only	Employee + 1	Employee Only	Employee +1	Employee + 2/more
Employee Only	\$32.21	\$102.77	\$8.98		
Employee + 1	\$32.21	\$102.77	\$17.96		
Employee + 2/more	\$32.21	\$102.77	\$28.93		
FTE	Employee Only or Family	Employee Only or Family	Employee Only	Employee +1	Employee + 2/more
Caps	\$66.15	\$66.15	\$0.00	\$0.00	\$0.00
0.00	\$32.21	\$102.77	\$8.98	\$17.96	\$28.93
0.03	\$30.23	\$100.79	\$8.98	\$17.96	\$28.93
0.70	\$0.00	\$56.47	\$8.98	\$17.96	\$28.93
0.10	\$25.60	\$96.16	\$8.98	\$17.96	\$28.93
0.13	\$23.61	\$94.17	\$8.98	\$17.96	\$28.93
0.17	\$20.96	\$91.52	\$8.98	\$17.96	\$28.93
0.20	\$18.98	\$89.54	\$8.98	\$17.96	\$28.93
0.23	\$17.00	\$87.56	\$8.98	\$17.96	\$28.93
0.27	\$14.35	\$84.91	\$8.98	\$17.96	\$28.93
0.30	\$12.37	\$82.93	\$8.98	\$17.96	\$28.93
0.33	\$10.38	\$80.94	\$8.98	\$17.96	\$28.93
0.37	\$7.73	\$78.29	\$8.98	\$17.96	\$28.93
0.40	\$5.75	\$76.31	\$8.98	\$17.96	\$28.93
0.43	\$3.77	\$74.33	\$8.98	\$17.96	\$28.93
0.47	\$1.12	\$71.68	\$8.98	\$17.96	\$28.93
0.50	\$0.00	\$69.70	\$8.98	\$17.96	\$28.93
0.53	\$0.00	\$67.71	\$8.98	\$17.96	\$28.93
0.57	\$0.00	\$65.06	\$8.98	\$17.96	\$28.93
0.60	\$0.00	\$63.08	\$8.98	\$17.96	\$28.93
0.63	\$0.00	\$61.10	\$8.98	\$17.96	\$28.93
0.67	\$0.00	\$58.45	\$8.98	\$17.96	\$28.93
0.70	\$0.00	\$56.47	\$8.98	\$17.96	\$28.93
0.73	\$0.00	\$36.62	\$8.98	\$17.96	\$28.93
0.77	\$0.00	\$36.62	\$8.98	\$17.96	\$28.93
0.80	\$0.00	\$36.62	\$8.98	\$17.96	\$28.93
0.83	\$0.00	\$36.62	\$8.98	\$17.96	\$28.93
0.87	\$0.00	\$36.62	\$8.98	\$17.96	\$28.93
0.90	\$0.00	\$36.62	\$8.98	\$17.96	\$28.93
0.93	\$0.00	\$36.62	\$8.98	\$17.96	\$28.93
0.97	\$0.00	\$36.62	\$8.98	\$17.96	\$28.93
1.00	\$0.00	\$36.62	\$8.98	\$17.96	\$28.93

Effective January 1, 2019

UPDATED 8/17/2018

page 40

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 10-Month Rates			Anthem HMO Select 10-Month Rates			Anthem HMO Traditional 10-Month Rates			Cash In Lieu of Benefits (paid 10 months)
		\$921.90 \$1,843.80 \$2,396.94			\$997.73 \$1,995.46 \$2,594.09			\$1,333.36 \$2,666.71 \$3,466.73		80% of Kaiser = \$737.52
FTE	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	\$996.74	\$1,111.03	\$1,330.68	\$996.74	\$1,111.03	\$1,330.68	\$996.74	\$1,111.03	\$1,330.68	
0.00	\$921.90	\$1,843.80	\$2,396.94	\$997.73	\$1,995.46	\$2,594.09	\$1,333.36	\$2,666.71	\$3,466.73	\$0.00
0.03	\$892.00	\$1,810.47	\$2,357.02	\$967.83	\$1,962.13	\$2,554.17	\$1,303.45	\$2,633.38	\$3,426.81	\$22.13
0.70	\$224.18	\$1,066.08	\$1,465.46	\$300.01	\$1,217.73	\$1,662.61	\$635.64	\$1,888.99	\$2,535.25	\$516.26
0.10	\$822.23	\$1,732.70	\$2,263.87	\$898.05	\$1,884.35	\$2,461.02	\$1,233.68	\$2,555.61	\$3,333.66	\$73.75
0.13	\$792.32	\$1,699.37	\$2,223.95	\$868.15	\$1,851.02	\$2,421.10	\$1,203.78	\$2,522.28	\$3,293.74	\$95.88
0.17	\$752.45	\$1,654.92	\$2,170.72	\$828.28	\$1,806.58	\$2,367.87	\$1,163.91	\$2,477.84	\$3,240.51	\$125.38
0.20	\$722.55	\$1,621.59	\$2,130.80	\$798.38	\$1,773.25	\$2,327.95	\$1,134.01	\$2,444.51	\$3,200.59	\$147.50
0.23	\$692.65	\$1,588.26	\$2,090.88	\$768.48	\$1,739.92	\$2,288.03	\$1,104.10	\$2,411.17	\$3,160.67	\$169.63
0.27	\$652.78	\$1,543.82	\$2,037.66	\$728.61	\$1,695.48	\$2,234.80	\$1,064.24	\$2,366.73	\$3,107.44	\$199.13
0.30	\$622.88	\$1,510.49	\$1,997.74	\$698.70	\$1,662.15	\$2,194.88	\$1,034.33	\$2,333.40	\$3,067.52	\$221.26
0.33	\$592.97	\$1,477.16	\$1,957.82	\$668.80	\$1,628.82	\$2,154.96	\$1,004.43	\$2,300.07	\$3,027.60	\$243.38
0.37	\$553.10	\$1,432.72	\$1,904.59	\$628.93	\$1,584.37	\$2,101.74	\$964.56	\$2,255.63	\$2,974.38	\$272.88
0.40	\$523.20	\$1,399.39	\$1,864.67	\$599.03	\$1,551.04	\$2,061.82	\$934.66	\$2,222.30	\$2,934.46	\$295.01
0.43	\$493.30	\$1,366.06	\$1,824.75	\$569.13	\$1,517.71	\$2,021.90	\$904.76	\$2,188.97	\$2,894.54	\$317.13
0.47	\$453.43	\$1,321.61	\$1,771.52	\$529.26	\$1,473.27	\$1,968.67	\$864.89	\$2,144.53	\$2,841.31	\$346.63
0.50	\$423.53	\$1,288.28	\$1,731.60	\$499.36	\$1,439.94	\$1,928.75	\$834.98	\$2,111.20	\$2,801.39	\$368.76
0.53	\$393.63	\$1,254.95	\$1,691.68	\$469.45	\$1,406.61	\$1,888.83	\$805.08	\$2,077.87	\$2,761.47	\$390.89
0.57	\$353.76	\$1,210.51	\$1,638.45	\$429.58	\$1,362.17	\$1,835.60	\$765.21	\$2,033.42	\$2,708.24	\$420.39
0.60	\$323.85	\$1,177.18	\$1,598.53	\$399.68	\$1,328.84	\$1,795.68	\$735.31	\$2,000.09	\$2,668.32	\$442.51
0.63	\$293.95	\$1,143.85	\$1,558.61	\$369.78	\$1,295.51	\$1,755.76	\$705.41	\$1,966.76	\$2,628.40	\$464.64
0.67	\$254.08	\$1,099.41	\$1,505.38	\$329.91	\$1,251.06	\$1,702.53	\$665.54	\$1,922.32	\$2,575.17	\$494.14
0.70	\$224.18	\$1,066.08	\$1,465.46	\$300.01	\$1,217.73	\$1,662.61	\$635.64	\$1,888.99	\$2,535.25	\$516.26
0.73	\$0.00	\$732.77	\$1,066.26	\$0.98	\$884.42	\$1,263.41	\$336.61	\$1,555.68	\$2,136.05	\$737.52
0.77	\$0.00	\$732.77	\$1,066.26	\$0.98	\$884.42	\$1,263.41	\$336.61	\$1,555.68	\$2,136.05	\$737.52
0.80	\$0.00	\$732.77	\$1,066.26	\$0.98	\$884.42	\$1,263.41	\$336.61	\$1,555.68	\$2,136.05	\$737.52
0.83	\$0.00	\$732.77	\$1,066.26	\$0.98	\$884.42	\$1,263.41	\$336.61	\$1,555.68	\$2,136.05	\$737.52
0.87	\$0.00	\$732.77	\$1,066.26	\$0.98	\$884.42	\$1,263.41	\$336.61	\$1,555.68	\$2,136.05	\$737.52
0.90	\$0.00	\$732.77	\$1,066.26	\$0.98	\$884.42	\$1,263.41	\$336.61	\$1,555.68	\$2,136.05	\$737.52
0.93	\$0.00	\$732.77	\$1,066.26	\$0.98	\$884.42	\$1,263.41	\$336.61	\$1,555.68	\$2,136.05	\$737.52
0.97	\$0.00	\$732.77	\$1,066.26	\$0.98	\$884.42	\$1,263.41	\$336.61	\$1,555.68	\$2,136.05	\$737.52
1.00	\$0.00	\$732.77	\$1,066.26	\$0.98	\$884.42	\$1,263.41	\$336.61	\$1,555.68	\$2,136.05	\$737.52

Effective January 1, 2019

UPDATED 8/17/2018

page 41

LOCAL 21 - CLASSIFIED SALARIED EMPLOYEES - TEN Month Employees

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

	Health Net SmartCare HMO 10-Month Rates			Western Health Advantage HMO 10-Month Rates		
	Employee Only	Employee +1	Employee +2/more	Employee Only	Employee +1	Employee +2/more
Employee Only	\$1,081.86			\$920.41		
Employee + 1	\$2,163.72			\$1,840.82		
Employee + 2/more	\$2,812.84			\$2,393.08		
FTE	Employee Only	Employee +1	Employee +2/more	Employee Only	Employee +1	Employee +2/more
Caps	\$996.74	\$1,111.03	\$1,330.68	\$996.74	\$1,111.03	\$1,330.68
0.00	\$1,081.86	\$2,163.72	\$2,812.84	\$920.41	\$1,840.82	\$2,393.08
0.03	\$1,051.96	\$2,130.39	\$2,772.92	\$890.51	\$1,807.49	\$2,359.75
0.70	\$384.14	\$1,386.00	\$1,881.36	\$222.69	\$1,063.10	\$1,615.35
0.10	\$982.19	\$2,052.62	\$2,679.77	\$820.74	\$1,729.72	\$2,281.97
0.13	\$952.28	\$2,019.29	\$2,639.85	\$790.84	\$1,696.39	\$2,248.64
0.17	\$912.41	\$1,974.84	\$2,586.62	\$750.97	\$1,651.95	\$2,204.20
0.20	\$882.51	\$1,941.51	\$2,546.70	\$721.06	\$1,618.62	\$2,170.87
0.23	\$852.61	\$1,908.18	\$2,506.78	\$691.16	\$1,585.29	\$2,137.54
0.27	\$812.74	\$1,863.74	\$2,453.55	\$651.29	\$1,540.85	\$2,093.10
0.30	\$782.84	\$1,830.41	\$2,413.63	\$621.39	\$1,507.51	\$2,059.77
0.33	\$752.93	\$1,797.08	\$2,373.71	\$591.49	\$1,474.18	\$2,026.44
0.37	\$713.06	\$1,752.64	\$2,320.48	\$551.62	\$1,429.74	\$1,981.99
0.40	\$683.16	\$1,719.31	\$2,280.56	\$521.71	\$1,396.41	\$1,948.66
0.43	\$653.26	\$1,685.98	\$2,240.64	\$491.81	\$1,363.08	\$1,915.33
0.47	\$613.39	\$1,641.53	\$2,187.42	\$451.94	\$1,318.64	\$1,870.89
0.50	\$583.49	\$1,608.20	\$2,147.50	\$422.04	\$1,285.31	\$1,837.56
0.53	\$553.59	\$1,574.87	\$2,107.58	\$392.14	\$1,251.98	\$1,804.23
0.57	\$513.72	\$1,530.43	\$2,054.35	\$352.27	\$1,207.54	\$1,759.79
0.60	\$483.81	\$1,497.10	\$2,014.43	\$322.37	\$1,174.20	\$1,726.46
0.63	\$453.91	\$1,463.77	\$1,974.51	\$292.46	\$1,140.87	\$1,693.13
0.67	\$414.04	\$1,419.33	\$1,921.28	\$252.59	\$1,096.43	\$1,648.68
0.70	\$384.14	\$1,386.00	\$1,881.36	\$222.69	\$1,063.10	\$1,615.35
0.73	\$85.12	\$1,052.69	\$1,482.16	\$0.00	\$729.79	\$1,062.40
0.77	\$85.12	\$1,052.69	\$1,482.16	\$0.00	\$729.79	\$1,062.40
0.80	\$85.12	\$1,052.69	\$1,482.16	\$0.00	\$729.79	\$1,062.40
0.83	\$85.12	\$1,052.69	\$1,482.16	\$0.00	\$729.79	\$1,062.40
0.87	\$85.12	\$1,052.69	\$1,482.16	\$0.00	\$729.79	\$1,062.40
0.90	\$85.12	\$1,052.69	\$1,482.16	\$0.00	\$729.79	\$1,062.40
0.93	\$85.12	\$1,052.69	\$1,482.16	\$0.00	\$729.79	\$1,062.40
0.97	\$85.12	\$1,052.69	\$1,482.16	\$0.00	\$729.79	\$1,062.40
1.00	\$85.12	\$1,052.69	\$1,482.16	\$0.00	\$729.79	\$1,062.40

Effective January 1, 2019

UPDATED 8/17/2018

page 42

LOCAL 21 - CLASSIFIED SALARIED EMPLOYEES - TEN Month Employees

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

	PERS Choice 10-Month Rates			PERS Select 10-Month Rates			PERS Care 10-Month Rates		
	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more
Employee Only	\$1,039.52			\$651.83			\$1,358.02		
Employee + 1	\$2,079.05			\$1,303.66			\$2,716.03		
Employee + 2/more	\$2,702.76			\$1,694.75			\$3,530.84		
FTE	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more
Caps	\$996.74	\$1,111.03	\$1,330.68	\$996.74	\$1,111.03	\$1,330.68	\$996.74	\$1,111.03	\$1,330.68
0.00	\$1,039.52	\$2,079.05	\$2,702.76	\$651.83	\$1,303.66	\$1,694.75	\$1,358.02	\$2,716.03	\$3,530.84
0.03	\$1,009.62	\$2,045.72	\$2,662.84	\$621.93	\$1,270.33	\$1,654.83	\$1,328.11	\$2,682.70	\$3,490.92
0.70	\$341.80	\$1,301.33	\$1,771.28	\$0.00	\$525.93	\$763.27	\$660.30	\$1,938.31	\$2,599.37
0.10	\$939.85	\$1,967.94	\$2,569.69	\$552.15	\$1,192.55	\$1,561.68	\$1,258.34	\$2,604.93	\$3,397.78
0.13	\$909.95	\$1,934.61	\$2,529.77	\$522.25	\$1,159.22	\$1,521.76	\$1,228.44	\$2,571.60	\$3,357.86
0.17	\$870.08	\$1,890.17	\$2,476.54	\$482.38	\$1,114.78	\$1,468.53	\$1,188.57	\$2,527.16	\$3,304.63
0.20	\$840.18	\$1,856.84	\$2,436.62	\$452.48	\$1,081.45	\$1,428.61	\$1,158.67	\$2,493.83	\$3,264.71
0.23	\$810.27	\$1,823.51	\$2,396.70	\$422.58	\$1,048.12	\$1,388.69	\$1,128.76	\$2,460.49	\$3,224.79
0.27	\$770.40	\$1,779.07	\$2,343.48	\$382.71	\$1,003.68	\$1,335.46	\$1,088.90	\$2,416.05	\$3,171.56
0.30	\$740.50	\$1,745.74	\$2,303.56	\$352.80	\$970.35	\$1,295.54	\$1,058.99	\$2,382.72	\$3,131.64
0.33	\$710.60	\$1,712.41	\$2,263.64	\$322.90	\$937.02	\$1,255.62	\$1,029.09	\$2,349.39	\$3,091.72
0.37	\$670.73	\$1,667.97	\$2,210.41	\$283.03	\$892.57	\$1,202.40	\$989.22	\$2,304.95	\$3,038.49
0.40	\$640.83	\$1,634.64	\$2,170.49	\$253.13	\$859.24	\$1,162.48	\$959.32	\$2,271.62	\$2,998.57
0.43	\$610.92	\$1,601.30	\$2,130.57	\$223.23	\$825.91	\$1,122.56	\$929.42	\$2,238.29	\$2,958.65
0.47	\$571.05	\$1,556.86	\$2,077.34	\$183.36	\$781.47	\$1,069.33	\$889.55	\$2,193.85	\$2,905.42
0.50	\$541.15	\$1,523.53	\$2,037.42	\$153.46	\$748.14	\$1,029.41	\$859.64	\$2,160.52	\$2,865.50
0.53	\$511.25	\$1,490.20	\$1,997.50	\$123.55	\$714.81	\$989.49	\$829.74	\$2,127.19	\$2,825.58
0.57	\$471.38	\$1,445.76	\$1,944.27	\$83.68	\$670.37	\$936.26	\$789.87	\$2,082.74	\$2,772.36
0.60	\$441.48	\$1,412.43	\$1,904.35	\$53.78	\$637.04	\$896.34	\$759.97	\$2,049.41	\$2,732.44
0.63	\$411.58	\$1,379.10	\$1,864.43	\$23.88	\$603.71	\$856.42	\$730.07	\$2,016.08	\$2,692.52
0.67	\$371.71	\$1,334.66	\$1,811.20	\$0.00	\$559.26	\$803.19	\$690.20	\$1,971.64	\$2,639.29
0.70	\$341.80	\$1,301.33	\$1,771.28	\$0.00	\$525.93	\$763.27	\$660.30	\$1,938.31	\$2,599.37
0.73	\$42.78	\$968.02	\$1,372.08	\$0.00	\$192.62	\$364.07	\$361.27	\$1,605.00	\$2,200.16
0.77	\$42.78	\$968.02	\$1,372.08	\$0.00	\$192.62	\$364.07	\$361.27	\$1,605.00	\$2,200.16
0.80	\$42.78	\$968.02	\$1,372.08	\$0.00	\$192.62	\$364.07	\$361.27	\$1,605.00	\$2,200.16
0.83	\$42.78	\$968.02	\$1,372.08	\$0.00	\$192.62	\$364.07	\$361.27	\$1,605.00	\$2,200.16
0.87	\$42.78	\$968.02	\$1,372.08	\$0.00	\$192.62	\$364.07	\$361.27	\$1,605.00	\$2,200.16
0.90	\$42.78	\$968.02	\$1,372.08	\$0.00	\$192.62	\$364.07	\$361.27	\$1,605.00	\$2,200.16
0.93	\$42.78	\$968.02	\$1,372.08	\$0.00	\$192.62	\$364.07	\$361.27	\$1,605.00	\$2,200.16
0.97	\$42.78	\$968.02	\$1,372.08	\$0.00	\$192.62	\$364.07	\$361.27	\$1,605.00	\$2,200.16
1.00	\$42.78	\$968.02	\$1,372.08	\$0.00	\$192.62	\$364.07	\$361.27	\$1,605.00	\$2,200.16

LOCAL 21 - CLASSIFIED SALARIED EMPLOYEES - TEN Month Employees

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

	DELTA DENTAL		VSP (Vision Plan) 10-Month Rates (100% Employee Contribution)		
	DeltaCare DHMO	PPO			
Employee Only	\$38.65	\$123.32	\$10.78		
Employee + 1	\$38.65	\$123.32	\$21.55		
Employee + 2/more	\$38.65	\$123.32	\$34.72		
FTE	Employee Only or Family	Employee Only or Family	Employee Only	Employee +1	Employee + 2/more
Caps	\$79.38	\$79.38	\$0.00	\$0.00	\$0.00
0.00	\$38.65	\$123.32	\$10.78	\$21.55	\$34.72
0.03	\$36.27	\$120.94	\$10.78	\$21.55	\$34.72
0.70	\$0.00	\$67.76	\$10.78	\$21.55	\$34.72
0.10	\$30.72	\$115.39	\$10.78	\$21.55	\$34.72
0.13	\$28.33	\$113.00	\$10.78	\$21.55	\$34.72
0.17	\$25.16	\$109.83	\$10.78	\$21.55	\$34.72
0.20	\$22.78	\$107.45	\$10.78	\$21.55	\$34.72
0.23	\$20.40	\$105.08	\$10.78	\$21.55	\$34.72
0.27	\$17.22	\$101.90	\$10.78	\$21.55	\$34.72
0.30	\$14.84	\$99.52	\$10.78	\$21.55	\$34.72
0.33	\$12.46	\$97.12	\$10.78	\$21.55	\$34.72
0.37	\$9.28	\$93.94	\$10.78	\$21.55	\$34.72
0.40	\$6.90	\$91.57	\$10.78	\$21.55	\$34.72
0.43	\$4.52	\$89.19	\$10.78	\$21.55	\$34.72
0.47	\$1.34	\$86.02	\$10.78	\$21.55	\$34.72
0.50	\$0.00	\$83.64	\$10.78	\$21.55	\$34.72
0.53	\$0.00	\$81.25	\$10.78	\$21.55	\$34.72
0.57	\$0.00	\$78.08	\$10.78	\$21.55	\$34.72
0.60	\$0.00	\$75.70	\$10.78	\$21.55	\$34.72
0.63	\$0.00	\$73.32	\$10.78	\$21.55	\$34.72
0.67	\$0.00	\$70.14	\$10.78	\$21.55	\$34.72
0.70	\$0.00	\$67.76	\$10.78	\$21.55	\$34.72
0.73	\$0.00	\$43.94	\$10.78	\$21.55	\$34.72
0.77	\$0.00	\$43.94	\$10.78	\$21.55	\$34.72
0.80	\$0.00	\$43.94	\$10.78	\$21.55	\$34.72
0.83	\$0.00	\$43.94	\$10.78	\$21.55	\$34.72
0.87	\$0.00	\$43.94	\$10.78	\$21.55	\$34.72
0.90	\$0.00	\$43.94	\$10.78	\$21.55	\$34.72
0.93	\$0.00	\$43.94	\$10.78	\$21.55	\$34.72
0.97	\$0.00	\$43.94	\$10.78	\$21.55	\$34.72
1.00	\$0.00	\$43.94	\$10.78	\$21.55	\$34.72