

**UBA CERTIFICATED SALARIED EMPLOYEES (Local #81 - Administrators)**

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 District Caps			
Medical	\$473.03	\$831.30	\$1,128.66
Dental			
DHMO	\$32.21		
PPO	\$102.77		

Effective January 1, 2019

AS OF

UPDATED 8/17/2018

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**UBA CERTIFICATED SALARIED EMPLOYEES (Local #81 - Administrators) - BAY AREA REGION**

**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
	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	\$473.03	\$831.30	\$1,128.66	\$473.03	\$831.30	\$1,128.66	\$473.03	\$831.30	\$1,128.66	
0.03	\$754.06	\$1,511.56	\$1,963.59	\$817.25	\$1,637.94	\$2,127.88	\$1,096.94	\$2,197.32	\$2,855.08	\$18.44
0.06	\$739.87	\$1,486.62	\$1,929.73	\$803.06	\$1,613.00	\$2,094.02	\$1,082.75	\$2,172.38	\$2,821.22	\$36.88
0.09	\$725.68	\$1,461.68	\$1,895.87	\$788.87	\$1,588.06	\$2,060.16	\$1,068.56	\$2,147.44	\$2,787.36	\$55.31
0.13	\$706.76	\$1,428.43	\$1,850.72	\$769.95	\$1,554.81	\$2,015.01	\$1,049.64	\$2,114.19	\$2,742.21	\$79.90
0.16	\$692.57	\$1,403.49	\$1,816.86	\$755.76	\$1,529.87	\$1,981.15	\$1,035.45	\$2,089.25	\$2,708.35	\$98.34
0.19	\$678.37	\$1,378.55	\$1,783.00	\$741.56	\$1,504.93	\$1,947.29	\$1,021.25	\$2,064.31	\$2,674.49	\$116.77
0.22	\$664.18	\$1,353.61	\$1,749.14	\$727.37	\$1,479.99	\$1,913.43	\$1,007.06	\$2,039.37	\$2,640.63	\$135.21
0.25	\$649.99	\$1,328.68	\$1,715.29	\$713.18	\$1,455.06	\$1,879.58	\$992.87	\$2,014.44	\$2,606.78	\$153.65
0.28	\$635.80	\$1,303.74	\$1,681.43	\$698.99	\$1,430.12	\$1,845.72	\$978.68	\$1,989.50	\$2,572.92	\$172.09
0.31	\$621.61	\$1,278.80	\$1,647.57	\$684.80	\$1,405.18	\$1,811.86	\$964.49	\$1,964.56	\$2,539.06	\$190.53
0.34	\$607.42	\$1,253.86	\$1,613.71	\$670.61	\$1,380.24	\$1,778.00	\$950.30	\$1,939.62	\$2,505.20	\$208.96
0.38	\$588.50	\$1,220.61	\$1,568.56	\$651.69	\$1,346.99	\$1,732.85	\$931.38	\$1,906.37	\$2,460.05	\$233.55
0.41	\$574.31	\$1,195.67	\$1,534.70	\$637.50	\$1,322.05	\$1,698.99	\$917.19	\$1,881.43	\$2,426.19	\$251.99
0.44	\$560.12	\$1,170.73	\$1,500.84	\$623.31	\$1,297.11	\$1,665.13	\$903.00	\$1,856.49	\$2,392.33	\$270.42
0.47	\$545.93	\$1,145.79	\$1,466.98	\$609.12	\$1,272.17	\$1,631.27	\$888.81	\$1,831.55	\$2,358.47	\$288.86
0.50	\$531.74	\$1,120.85	\$1,433.12	\$594.93	\$1,247.23	\$1,597.41	\$874.62	\$1,806.61	\$2,324.61	\$307.30
0.53	\$517.54	\$1,095.91	\$1,399.26	\$580.73	\$1,222.29	\$1,563.55	\$860.42	\$1,781.67	\$2,290.75	\$325.74
0.56	\$503.35	\$1,070.97	\$1,365.40	\$566.54	\$1,197.35	\$1,529.69	\$846.23	\$1,756.73	\$2,256.89	\$344.18
0.59	\$489.16	\$1,046.03	\$1,331.54	\$552.35	\$1,172.41	\$1,495.83	\$832.04	\$1,731.79	\$2,223.03	\$362.61
0.63	\$470.24	\$1,012.78	\$1,286.39	\$533.43	\$1,139.16	\$1,450.68	\$813.12	\$1,698.54	\$2,177.88	\$387.20
0.66	\$456.05	\$987.84	\$1,252.53	\$519.24	\$1,114.22	\$1,416.82	\$798.93	\$1,673.60	\$2,144.02	\$405.64
0.69	\$441.86	\$962.90	\$1,218.67	\$505.05	\$1,089.28	\$1,382.96	\$784.74	\$1,648.66	\$2,110.16	\$424.07
0.72	\$427.67	\$937.96	\$1,184.81	\$490.86	\$1,064.34	\$1,349.10	\$770.55	\$1,623.72	\$2,076.30	\$442.51
0.75	\$413.48	\$913.03	\$1,150.96	\$476.67	\$1,039.41	\$1,315.25	\$756.36	\$1,598.79	\$2,042.45	\$614.60
0.78	\$399.29	\$888.09	\$1,117.10	\$462.48	\$1,014.47	\$1,281.39	\$742.17	\$1,573.85	\$2,008.59	\$614.60
0.81	\$385.10	\$863.15	\$1,083.24	\$448.29	\$989.53	\$1,247.53	\$727.98	\$1,548.91	\$1,974.73	\$614.60
0.84	\$370.90	\$838.21	\$1,049.38	\$434.09	\$964.59	\$1,213.67	\$713.78	\$1,523.97	\$1,940.87	\$614.60
0.88	\$351.98	\$804.96	\$1,004.23	\$415.17	\$931.34	\$1,168.52	\$694.86	\$1,490.72	\$1,895.72	\$614.60
0.91	\$337.79	\$780.02	\$970.37	\$400.98	\$906.40	\$1,134.66	\$680.67	\$1,465.78	\$1,861.86	\$614.60
0.94	\$323.60	\$755.08	\$936.51	\$386.79	\$881.46	\$1,100.80	\$666.48	\$1,440.84	\$1,828.00	\$614.60
0.97	\$309.41	\$730.14	\$902.65	\$372.60	\$856.52	\$1,066.94	\$652.29	\$1,415.90	\$1,794.14	\$614.60
1.00	\$295.22	\$705.20	\$868.79	\$358.41	\$831.58	\$1,033.08	\$638.10	\$1,390.96	\$1,760.28	\$614.60

**UBA CERTIFICATED SALARIED EMPLOYEES (Local #81 - Administrators) - BAY AREA REGION**

**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	
<b>FTE</b>	<b>Employee Only</b>	<b>Employee +1</b>	<b>Employee + 2/more</b>	<b>Employee Only</b>	<b>Employee +1</b>	<b>Employee + 2/more</b>
<b>Caps</b>	<b>\$473.03</b>	<b>\$831.30</b>	<b>\$1,128.66</b>	<b>\$473.03</b>	<b>\$831.30</b>	<b>\$1,128.66</b>
0.03	\$887.36	\$1,778.16	\$2,310.17	\$752.82	\$1,509.08	\$1,960.37
0.06	\$873.17	\$1,753.22	\$2,276.31	\$738.63	\$1,484.14	\$1,926.51
0.09	\$858.98	\$1,728.28	\$2,242.45	\$724.44	\$1,459.20	\$1,892.65
0.13	\$840.06	\$1,695.03	\$2,197.30	\$705.52	\$1,425.95	\$1,847.50
0.16	\$825.87	\$1,670.09	\$2,163.44	\$691.33	\$1,401.01	\$1,813.64
0.19	\$811.67	\$1,645.15	\$2,129.58	\$677.13	\$1,376.07	\$1,779.78
0.22	\$797.48	\$1,620.21	\$2,095.72	\$662.94	\$1,351.13	\$1,745.92
0.25	\$783.29	\$1,595.28	\$2,061.87	\$648.75	\$1,326.20	\$1,712.07
0.28	\$769.10	\$1,570.34	\$2,028.01	\$634.56	\$1,301.26	\$1,678.21
0.31	\$754.91	\$1,545.40	\$1,994.15	\$620.37	\$1,276.32	\$1,644.35
0.34	\$740.72	\$1,520.46	\$1,960.29	\$606.18	\$1,251.38	\$1,610.49
0.38	\$721.80	\$1,487.21	\$1,915.14	\$587.26	\$1,218.13	\$1,565.34
0.41	\$707.61	\$1,462.27	\$1,881.28	\$573.07	\$1,193.19	\$1,531.48
0.44	\$693.42	\$1,437.33	\$1,847.42	\$558.88	\$1,168.25	\$1,497.62
0.47	\$679.23	\$1,412.39	\$1,813.56	\$544.69	\$1,143.31	\$1,463.76
0.50	\$665.04	\$1,387.45	\$1,779.70	\$530.50	\$1,118.37	\$1,429.90
0.53	\$650.84	\$1,362.51	\$1,745.84	\$516.30	\$1,093.43	\$1,396.04
0.56	\$636.65	\$1,337.57	\$1,711.98	\$502.11	\$1,068.49	\$1,362.18
0.59	\$622.46	\$1,312.63	\$1,678.12	\$487.92	\$1,043.55	\$1,328.32
0.63	\$603.54	\$1,279.38	\$1,632.97	\$469.00	\$1,010.30	\$1,283.17
0.66	\$589.35	\$1,254.44	\$1,599.11	\$454.81	\$985.36	\$1,249.31
0.69	\$575.16	\$1,229.50	\$1,565.25	\$440.62	\$960.42	\$1,215.45
0.72	\$560.97	\$1,204.56	\$1,531.39	\$426.43	\$935.48	\$1,181.59
0.75	\$546.78	\$1,179.63	\$1,497.54	\$412.24	\$910.55	\$1,147.74
0.78	\$532.59	\$1,154.69	\$1,463.68	\$398.05	\$885.61	\$1,113.88
0.81	\$518.40	\$1,129.75	\$1,429.82	\$383.86	\$860.67	\$1,080.02
0.84	\$504.20	\$1,104.81	\$1,395.96	\$369.66	\$835.73	\$1,046.16
0.88	\$485.28	\$1,071.56	\$1,350.81	\$350.74	\$802.48	\$1,001.01
0.91	\$471.09	\$1,046.62	\$1,316.95	\$336.55	\$777.54	\$967.15
0.94	\$456.90	\$1,021.68	\$1,283.09	\$322.36	\$752.60	\$933.29
0.97	\$442.71	\$996.74	\$1,249.23	\$308.17	\$727.66	\$899.43
1.00	\$428.52	\$971.80	\$1,215.37	\$293.98	\$702.72	\$865.57

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**UBA CERTIFICATED SALARIED EMPLOYEES (Local #81 - Administrators) - BAY AREA REGION**

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

Employee Only Employee + 1 Employee + 2/more	PERS Choice			PERS Select			PERS Care		
	\$866.27			\$543.19			\$1,131.68		
	\$1,732.54			\$1,086.38			\$2,263.36		
	\$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
<b>Caps</b>	<b>\$473.03</b>	<b>\$831.30</b>	<b>\$1,128.66</b>	<b>\$473.03</b>	<b>\$831.30</b>	<b>\$1,128.66</b>	<b>\$473.03</b>	<b>\$831.30</b>	<b>\$1,128.66</b>
0.03	\$852.08	\$1,707.60	\$2,218.44	\$529.00	\$1,061.44	\$1,378.43	\$1,117.49	\$2,238.42	\$2,908.51
0.06	\$837.89	\$1,682.66	\$2,184.58	\$514.81	\$1,036.50	\$1,344.57	\$1,103.30	\$2,213.48	\$2,874.65
0.09	\$823.70	\$1,657.72	\$2,150.72	\$500.62	\$1,011.56	\$1,310.71	\$1,089.11	\$2,188.54	\$2,840.79
0.13	\$804.78	\$1,624.47	\$2,105.57	\$481.70	\$978.31	\$1,265.56	\$1,070.19	\$2,155.29	\$2,795.64
0.16	\$790.59	\$1,599.53	\$2,071.71	\$467.51	\$953.37	\$1,231.70	\$1,056.00	\$2,130.35	\$2,761.78
0.19	\$776.39	\$1,574.59	\$2,037.85	\$453.31	\$928.43	\$1,197.84	\$1,041.80	\$2,105.41	\$2,727.92
0.22	\$762.20	\$1,549.65	\$2,003.99	\$439.12	\$903.49	\$1,163.98	\$1,027.61	\$2,080.47	\$2,694.06
0.25	\$748.01	\$1,524.72	\$1,970.14	\$424.93	\$878.56	\$1,130.13	\$1,013.42	\$2,055.54	\$2,660.21
0.28	\$733.82	\$1,499.78	\$1,936.28	\$410.74	\$853.62	\$1,096.27	\$999.23	\$2,030.60	\$2,626.35
0.31	\$719.63	\$1,474.84	\$1,902.42	\$396.55	\$828.68	\$1,062.41	\$985.04	\$2,005.66	\$2,592.49
0.34	\$705.44	\$1,449.90	\$1,868.56	\$382.36	\$803.74	\$1,028.55	\$970.85	\$1,980.72	\$2,558.63
0.38	\$686.52	\$1,416.65	\$1,823.41	\$363.44	\$770.49	\$983.40	\$951.93	\$1,947.47	\$2,513.48
0.41	\$672.33	\$1,391.71	\$1,789.55	\$349.25	\$745.55	\$949.54	\$937.74	\$1,922.53	\$2,479.62
0.44	\$658.14	\$1,366.77	\$1,755.69	\$335.06	\$720.61	\$915.68	\$923.55	\$1,897.59	\$2,445.76
0.47	\$643.95	\$1,341.83	\$1,721.83	\$320.87	\$695.67	\$881.82	\$909.36	\$1,872.65	\$2,411.90
0.50	\$629.76	\$1,316.89	\$1,687.97	\$306.68	\$670.73	\$847.96	\$895.17	\$1,847.71	\$2,378.04
0.53	\$615.56	\$1,291.95	\$1,654.11	\$292.48	\$645.79	\$814.10	\$880.97	\$1,822.77	\$2,344.18
0.56	\$601.37	\$1,267.01	\$1,620.25	\$278.29	\$620.85	\$780.24	\$866.78	\$1,797.83	\$2,310.32
0.59	\$587.18	\$1,242.07	\$1,586.39	\$264.10	\$595.91	\$746.38	\$852.59	\$1,772.89	\$2,276.46
0.63	\$568.26	\$1,208.82	\$1,541.24	\$245.18	\$562.66	\$701.23	\$833.67	\$1,739.64	\$2,231.31
0.66	\$554.07	\$1,183.88	\$1,507.38	\$230.99	\$537.72	\$667.37	\$819.48	\$1,714.70	\$2,197.45
0.69	\$539.88	\$1,158.94	\$1,473.52	\$216.80	\$512.78	\$633.51	\$805.29	\$1,689.76	\$2,163.59
0.72	\$525.69	\$1,134.00	\$1,439.66	\$202.61	\$487.84	\$599.65	\$791.10	\$1,664.82	\$2,129.73
0.75	\$511.50	\$1,109.07	\$1,405.81	\$188.42	\$462.91	\$565.80	\$776.91	\$1,639.89	\$2,095.88
0.78	\$497.31	\$1,084.13	\$1,371.95	\$174.23	\$437.97	\$531.94	\$762.72	\$1,614.95	\$2,062.02
0.81	\$483.12	\$1,059.19	\$1,338.09	\$160.04	\$413.03	\$498.08	\$748.53	\$1,590.01	\$2,028.16
0.84	\$468.92	\$1,034.25	\$1,304.23	\$145.84	\$388.09	\$464.22	\$734.33	\$1,565.07	\$1,994.30
0.88	\$450.00	\$1,001.00	\$1,259.08	\$126.92	\$354.84	\$419.07	\$715.41	\$1,531.82	\$1,949.15
0.91	\$435.81	\$976.06	\$1,225.22	\$112.73	\$329.90	\$385.21	\$701.22	\$1,506.88	\$1,915.29
0.94	\$421.62	\$951.12	\$1,191.36	\$98.54	\$304.96	\$351.35	\$687.03	\$1,481.94	\$1,881.43
0.97	\$407.43	\$926.18	\$1,157.50	\$84.35	\$280.02	\$317.49	\$672.84	\$1,457.00	\$1,847.57
1.00	\$393.24	\$901.24	\$1,123.64	\$70.16	\$255.08	\$283.63	\$658.65	\$1,432.06	\$1,813.71

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**UBA CERTIFICATED SALARIED EMPLOYEES (Local #81 - Administrators) - BAY AREA REGION**

**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	\$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
<b>Caps</b>	<b>\$32.21</b>	<b>\$102.77</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>
0.03	\$31.24	\$99.70	\$8.98	\$17.96	\$28.93
0.06	\$30.28	\$96.60	\$8.98	\$17.96	\$28.93
0.09	\$29.31	\$93.53	\$8.98	\$17.96	\$28.93
0.13	\$28.02	\$89.41	\$8.98	\$17.96	\$28.93
0.16	\$27.06	\$86.33	\$8.98	\$17.96	\$28.93
0.19	\$26.09	\$83.24	\$8.98	\$17.96	\$28.93
0.22	\$25.12	\$80.16	\$8.98	\$17.96	\$28.93
0.25	\$24.16	\$77.08	\$8.98	\$17.96	\$28.93
0.28	\$23.19	\$74.00	\$8.98	\$17.96	\$28.93
0.31	\$22.22	\$70.91	\$8.98	\$17.96	\$28.93
0.34	\$21.26	\$67.84	\$8.98	\$17.96	\$28.93
0.38	\$19.97	\$63.72	\$8.98	\$17.96	\$28.93
0.41	\$19.00	\$60.63	\$8.98	\$17.96	\$28.93
0.44	\$18.04	\$57.55	\$8.98	\$17.96	\$28.93
0.47	\$17.07	\$54.47	\$8.98	\$17.96	\$28.93
0.50	\$16.11	\$51.39	\$8.98	\$17.96	\$28.93
0.53	\$15.14	\$48.31	\$8.98	\$17.96	\$28.93
0.56	\$14.17	\$45.22	\$8.98	\$17.96	\$28.93
0.59	\$13.22	\$42.15	\$8.98	\$17.96	\$28.93
0.63	\$11.92	\$38.02	\$8.98	\$17.96	\$28.93
0.66	\$10.95	\$34.94	\$8.98	\$17.96	\$28.93
0.69	\$9.99	\$31.86	\$8.98	\$17.96	\$28.93
0.72	\$9.02	\$28.78	\$8.98	\$17.96	\$28.93
0.75	\$8.05	\$25.69	\$8.98	\$17.96	\$28.93
0.78	\$7.10	\$22.62	\$8.98	\$17.96	\$28.93
0.81	\$6.12	\$19.53	\$8.98	\$17.96	\$28.93
0.84	\$5.15	\$16.45	\$8.98	\$17.96	\$28.93
0.88	\$3.87	\$12.33	\$8.98	\$17.96	\$28.93
0.91	\$2.90	\$9.25	\$8.98	\$17.96	\$28.93
0.94	\$1.93	\$6.17	\$8.98	\$17.96	\$28.93
0.97	\$0.98	\$3.08	\$8.98	\$17.96	\$28.93
1.00	\$0.00	\$0.00	\$8.98	\$17.96	\$28.93