

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

| 2020<br>CalPERS Premium Rates<br>Region 1<br>12-Month |            |            |            |
|---|------------|------------|------------|
| Plans   | EE         | EE+1       | FAM        |
| Kaiser  | \$768.49   | \$1,536.98 | \$1,998.07 |
| Anthem HMO Select                                     | \$868.98   | \$1,737.96 | \$2,259.35 |
| Anthem HMO Traditional                                | \$1,184.84 | \$2,369.68 | \$3,080.58 |
| Health Net SmartCare                                  | \$1,000.52 | \$2,001.04 | \$2,601.35 |
| Western Health Advantage                              | \$731.96   | \$1,463.92 | \$1,903.10 |
| PERS Choice   | \$861.18   | \$1,722.36 | \$2,239.07 |
| PERS Select   | \$520.29   | \$1,040.58 | \$1,352.75 |
| PERS Care   | \$1,133.14 | \$2,266.28 | \$2,946.16 |
| Cash-In-Lieu  | \$614.79   |            |            |
| DELTA DENTAL PPO                                      | \$101.75   | \$101.75   | \$101.75   |
| DELTACARE DHMO  | \$32.21    | \$32.21    | \$32.21    |
| VSP   | \$8.08     | \$16.16    | \$26.04    |

| 2020<br>CalPERS Premium Rates<br>Region 1<br>10-Month |            |            |
|---|------------|------------|
| EE  | EE+1       | FAM        |
| \$922.19  | \$1,844.38 | \$2,397.68 |
| \$1,042.78  | \$2,085.55 | \$2,711.22 |
| \$1,421.81  | \$2,843.62 | \$3,696.70 |
| \$1,200.62  | \$2,401.25 | \$3,121.62 |
| \$878.35  | \$1,756.70 | \$2,283.72 |
| \$1,033.42  | \$2,066.83 | \$2,686.88 |
| \$624.35  | \$1,248.70 | \$1,623.30 |
| \$1,359.77  | \$2,719.54 | \$3,535.39 |
| \$737.75  |            |            |
| \$122.10  | \$122.10   | \$122.10   |
| \$38.65   | \$38.65    | \$38.65    |
| \$9.70  | \$19.39    | \$31.25    |

| 2020<br>District Caps: 12-Month |          |            |
|---------------------------------|----------|------------|
|                                 | EE       | FAM        |
| Medical                         | \$830.74 | \$1,109.21 |
| Dental                          |          |            |
| DHMO                            | \$66.15  |            |
| PPO                             | \$66.15  |            |

| 2020<br>District Caps: 10-Month |            |            |
|---------------------------------|------------|------------|
| EE                              | EE+1       | FAM        |
| \$996.89                        | \$1,111.32 | \$1,331.05 |
| \$79.38                         |            |            |
| \$79.38                         |            |            |

Effective January 1, 2020  
AS OF

UPDATED 12/03/2019

**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<br>Employee + 1<br>Employee + 2/more | Kaiser                               |                 |                   | Anthem HMO Select                    |                 |                   | Anthem HMO Traditional                 |                 |                   | Cash In Lieu of Benefits<br>Ten-Month Rate |
|--|--------------------------------------|-----------------|-------------------|--------------------------------------|-----------------|-------------------|--|-----------------|-------------------|--|
|  | \$768.49<br>\$1,536.98<br>\$1,998.07 |                 |                   | \$868.98<br>\$1,737.96<br>\$2,259.35 |                 |                   | \$1,184.84<br>\$2,369.68<br>\$3,080.58 |                 |                   | 80% of Kaiser =<br><b>\$614.79</b>         |
| 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                 |
| <b>Caps</b>  | <b>\$830.74</b>                      | <b>\$926.10</b> | <b>\$1,109.21</b> | <b>\$830.74</b>                      | <b>\$926.10</b> | <b>\$1,109.21</b> | <b>\$830.74</b>                        | <b>\$926.10</b> | <b>\$1,109.21</b> |  |
| 0.00   | \$768.49                             | \$1,536.98      | \$1,998.07        | \$868.98                             | \$1,737.96      | \$2,259.35        | \$1,184.84                             | \$2,369.68      | \$3,080.58        | <b>\$0.00</b>                              |
| 0.03   | \$743.57                             | \$1,509.20      | \$1,964.79        | \$844.06                             | \$1,710.18      | \$2,226.07        | \$1,159.92                             | \$2,341.90      | \$3,047.30        | \$18.44                                    |
| 0.70   | \$186.97                             | \$888.71        | \$1,221.62        | \$287.46                             | \$1,089.69      | \$1,482.90        | \$603.32                               | \$1,721.41      | \$2,304.13        | \$430.35                                   |
| 0.10   | \$685.42                             | \$1,444.37      | \$1,887.15        | \$785.91                             | \$1,645.35      | \$2,148.43        | \$1,101.77                             | \$2,277.07      | \$2,969.66        | \$61.48                                    |
| 0.13   | \$660.49                             | \$1,416.59      | \$1,853.87        | \$760.98                             | \$1,617.57      | \$2,115.15        | \$1,076.84                             | \$2,249.29      | \$2,936.38        | \$79.92                                    |
| 0.17   | \$627.26                             | \$1,379.54      | \$1,809.50        | \$727.75                             | \$1,580.52      | \$2,070.78        | \$1,043.61                             | \$2,212.24      | \$2,892.01        | \$104.51                                   |
| 0.20   | \$602.34                             | \$1,351.76      | \$1,776.23        | \$702.83                             | \$1,552.74      | \$2,037.51        | \$1,018.69                             | \$2,184.46      | \$2,858.74        | \$122.96                                   |
| 0.23   | \$577.42                             | \$1,323.98      | \$1,742.95        | \$677.91                             | \$1,524.96      | \$2,004.23        | \$993.77                               | \$2,156.68      | \$2,825.46        | \$141.40                                   |
| 0.27   | \$544.19                             | \$1,286.93      | \$1,698.58        | \$644.68                             | \$1,487.91      | \$1,959.86        | \$960.54                               | \$2,119.63      | \$2,781.09        | \$165.99                                   |
| 0.30   | \$519.27                             | \$1,259.15      | \$1,665.31        | \$619.76                             | \$1,460.13      | \$1,926.59        | \$935.62                               | \$2,091.85      | \$2,747.82        | \$184.44                                   |
| 0.33   | \$494.35                             | \$1,231.37      | \$1,632.03        | \$594.84                             | \$1,432.35      | \$1,893.31        | \$910.70                               | \$2,064.07      | \$2,714.54        | \$202.88                                   |
| 0.37   | \$461.12                             | \$1,194.32      | \$1,587.66        | \$561.61                             | \$1,395.30      | \$1,848.94        | \$877.47                               | \$2,027.02      | \$2,670.17        | \$227.47                                   |
| 0.40   | \$436.19                             | \$1,166.54      | \$1,554.39        | \$536.68                             | \$1,367.52      | \$1,815.67        | \$852.54                               | \$1,999.24      | \$2,636.90        | \$245.92                                   |
| 0.43   | \$411.27                             | \$1,138.76      | \$1,521.11        | \$511.76                             | \$1,339.74      | \$1,782.39        | \$827.62                               | \$1,971.46      | \$2,603.62        | \$264.36                                   |
| 0.47   | \$378.04                             | \$1,101.71      | \$1,476.74        | \$478.53                             | \$1,302.69      | \$1,738.02        | \$794.39                               | \$1,934.41      | \$2,559.25        | \$288.95                                   |
| 0.50   | \$353.12                             | \$1,073.93      | \$1,443.47        | \$453.61                             | \$1,274.91      | \$1,704.75        | \$769.47                               | \$1,906.63      | \$2,525.98        | \$307.40                                   |
| 0.53   | \$328.20                             | \$1,046.15      | \$1,410.19        | \$428.69                             | \$1,247.13      | \$1,671.47        | \$744.55                               | \$1,878.85      | \$2,492.70        | \$325.84                                   |
| 0.57   | \$294.97                             | \$1,009.10      | \$1,365.82        | \$395.46                             | \$1,210.08      | \$1,627.10        | \$711.32                               | \$1,841.80      | \$2,448.33        | \$350.43                                   |
| 0.60   | \$270.05                             | \$981.32        | \$1,332.54        | \$370.54                             | \$1,182.30      | \$1,593.82        | \$686.40                               | \$1,814.02      | \$2,415.05        | \$368.88                                   |
| 0.63   | \$245.12                             | \$953.54        | \$1,299.27        | \$345.61                             | \$1,154.52      | \$1,560.55        | \$661.47                               | \$1,786.24      | \$2,381.78        | \$387.32                                   |
| 0.67   | \$211.89                             | \$916.49        | \$1,254.90        | \$312.38                             | \$1,117.47      | \$1,516.18        | \$628.24                               | \$1,749.19      | \$2,337.41        | \$411.91                                   |
| 0.70   | \$186.97                             | \$888.71        | \$1,221.62        | \$287.46                             | \$1,089.69      | \$1,482.90        | \$603.32                               | \$1,721.41      | \$2,304.13        | \$430.35                                   |
| 0.73   | <b>\$0.00</b>                        | \$610.88        | \$888.86          | <b>\$38.24</b>                       | \$811.86        | \$1,150.14        | \$354.10                               | \$1,443.58      | \$1,971.37        | \$614.79                                   |
| 0.77   | <b>\$0.00</b>                        | \$610.88        | \$888.86          | <b>\$38.24</b>                       | \$811.86        | \$1,150.14        | \$354.10                               | \$1,443.58      | \$1,971.37        | \$614.79                                   |
| 0.80   | <b>\$0.00</b>                        | \$610.88        | \$888.86          | <b>\$38.24</b>                       | \$811.86        | \$1,150.14        | \$354.10                               | \$1,443.58      | \$1,971.37        | \$614.79                                   |
| 0.83   | <b>\$0.00</b>                        | \$610.88        | \$888.86          | <b>\$38.24</b>                       | \$811.86        | \$1,150.14        | \$354.10                               | \$1,443.58      | \$1,971.37        | \$614.79                                   |
| 0.87   | <b>\$0.00</b>                        | \$610.88        | \$888.86          | <b>\$38.24</b>                       | \$811.86        | \$1,150.14        | \$354.10                               | \$1,443.58      | \$1,971.37        | \$614.79                                   |
| 0.90   | <b>\$0.00</b>                        | \$610.88        | \$888.86          | <b>\$38.24</b>                       | \$811.86        | \$1,150.14        | \$354.10                               | \$1,443.58      | \$1,971.37        | \$614.79                                   |
| 0.93   | <b>\$0.00</b>                        | \$610.88        | \$888.86          | <b>\$38.24</b>                       | \$811.86        | \$1,150.14        | \$354.10                               | \$1,443.58      | \$1,971.37        | \$614.79                                   |
| 0.97   | <b>\$0.00</b>                        | \$610.88        | \$888.86          | <b>\$38.24</b>                       | \$811.86        | \$1,150.14        | \$354.10                               | \$1,443.58      | \$1,971.37        | \$614.79                                   |
| 1.00   | <b>\$0.00</b>                        | \$610.88        | \$888.86          | <b>\$38.24</b>                       | \$811.86        | \$1,150.14        | \$354.10                               | \$1,443.58      | \$1,971.37        | \$614.79                                   |

Effective January 1, 2020

UPDATED 12/03/2019

**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     |                          | \$1,000.52         |                          |                              | \$731.96           |                          |
| Employee + 1      |                          | \$2,001.04         |                          |                              | \$1,463.92         |                          |
| Employee + 2/more |                          | \$2,601.35         |                          |                              | \$1,903.10         |                          |
| <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>\$830.74</b>          | <b>\$926.10</b>    | <b>\$1,109.21</b>        | <b>\$830.74</b>              | <b>\$926.10</b>    | <b>\$1,109.21</b>        |
| 0.00              | \$1,000.52               | \$2,001.04         | \$2,601.35               | \$731.96                     | \$1,463.92         | \$1,903.10               |
| 0.03              | \$975.60                 | \$1,973.26         | \$2,568.07               | \$707.04                     | \$1,436.14         | \$1,869.82               |
| 0.70              | \$419.00                 | \$1,352.77         | \$1,824.90               | \$150.44                     | \$815.65           | \$1,126.65               |
| 0.10              | \$917.45                 | \$1,908.43         | \$2,490.43               | \$648.89                     | \$1,371.31         | \$1,792.18               |
| 0.13              | \$892.52                 | \$1,880.65         | \$2,457.15               | \$623.96                     | \$1,343.53         | \$1,758.90               |
| 0.17              | \$859.29                 | \$1,843.60         | \$2,412.78               | \$590.73                     | \$1,306.48         | \$1,714.53               |
| 0.20              | \$834.37                 | \$1,815.82         | \$2,379.51               | \$565.81                     | \$1,278.70         | \$1,681.26               |
| 0.23              | \$809.45                 | \$1,788.04         | \$2,346.23               | \$540.89                     | \$1,250.92         | \$1,647.98               |
| 0.27              | \$776.22                 | \$1,750.99         | \$2,301.86               | \$507.66                     | \$1,213.87         | \$1,603.61               |
| 0.30              | \$751.30                 | \$1,723.21         | \$2,268.59               | \$482.74                     | \$1,186.09         | \$1,570.34               |
| 0.33              | \$726.38                 | \$1,695.43         | \$2,235.31               | \$457.82                     | \$1,158.31         | \$1,537.06               |
| 0.37              | \$693.15                 | \$1,658.38         | \$2,190.94               | \$424.59                     | \$1,121.26         | \$1,492.69               |
| 0.40              | \$668.22                 | \$1,630.60         | \$2,157.67               | \$399.66                     | \$1,093.48         | \$1,459.42               |
| 0.43              | \$643.30                 | \$1,602.82         | \$2,124.39               | \$374.74                     | \$1,065.70         | \$1,426.14               |
| 0.47              | \$610.07                 | \$1,565.77         | \$2,080.02               | \$341.51                     | \$1,028.65         | \$1,381.77               |
| 0.50              | \$585.15                 | \$1,537.99         | \$2,046.75               | \$316.59                     | \$1,000.87         | \$1,348.50               |
| 0.53              | \$560.23                 | \$1,510.21         | \$2,013.47               | \$291.67                     | \$973.09           | \$1,315.22               |
| 0.57              | \$527.00                 | \$1,473.16         | \$1,969.10               | \$258.44                     | \$936.04           | \$1,270.85               |
| 0.60              | \$502.08                 | \$1,445.38         | \$1,935.82               | \$233.52                     | \$908.26           | \$1,237.57               |
| 0.63              | \$477.15                 | \$1,417.60         | \$1,902.55               | \$208.59                     | \$880.48           | \$1,204.30               |
| 0.67              | \$443.92                 | \$1,380.55         | \$1,858.18               | \$175.36                     | \$843.43           | \$1,159.93               |
| 0.70              | \$419.00                 | \$1,352.77         | \$1,824.90               | \$150.44                     | \$815.65           | \$1,126.65               |
| 0.73              | \$169.78                 | \$1,074.94         | \$1,492.14               | \$0.00                       | \$537.82           | \$793.89                 |
| 0.77              | \$169.78                 | \$1,074.94         | \$1,492.14               | \$0.00                       | \$537.82           | \$793.89                 |
| 0.80              | \$169.78                 | \$1,074.94         | \$1,492.14               | \$0.00                       | \$537.82           | \$793.89                 |
| 0.83              | \$169.78                 | \$1,074.94         | \$1,492.14               | \$0.00                       | \$537.82           | \$793.89                 |
| 0.87              | \$169.78                 | \$1,074.94         | \$1,492.14               | \$0.00                       | \$537.82           | \$793.89                 |
| 0.90              | \$169.78                 | \$1,074.94         | \$1,492.14               | \$0.00                       | \$537.82           | \$793.89                 |
| 0.93              | \$169.78                 | \$1,074.94         | \$1,492.14               | \$0.00                       | \$537.82           | \$793.89                 |
| 0.97              | \$169.78                 | \$1,074.94         | \$1,492.14               | \$0.00                       | \$537.82           | \$793.89                 |
| 1.00              | \$169.78                 | \$1,074.94         | \$1,492.14               | \$0.00                       | \$537.82           | \$793.89                 |

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**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     | \$861.18             | \$1,722.36         | \$2,239.07               | \$520.29             | \$1,040.58         | \$1,352.75               | \$1,133.14           | \$2,266.28         | \$2,946.16               |
| Employee + 1      | \$861.18             | \$1,722.36         | \$2,239.07               | \$520.29             | \$1,040.58         | \$1,352.75               | \$1,133.14           | \$2,266.28         | \$2,946.16               |
| Employee + 2/more | \$861.18             | \$1,722.36         | \$2,239.07               | \$520.29             | \$1,040.58         | \$1,352.75               | \$1,133.14           | \$2,266.28         | \$2,946.16               |
| <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>Employee Only</b> | <b>Employee +1</b> | <b>Employee + 2/more</b> |
| <b>Caps</b>       | <b>\$830.74</b>      | <b>\$926.10</b>    | <b>\$1,109.21</b>        | <b>\$830.74</b>      | <b>\$926.10</b>    | <b>\$1,109.21</b>        | <b>\$830.74</b>      | <b>\$926.10</b>    | <b>\$1,109.21</b>        |
| 0.00              | \$861.18             | \$1,722.36         | \$2,239.07               | \$520.29             | \$1,040.58         | \$1,352.75               | \$1,133.14           | \$2,266.28         | \$2,946.16               |
| 0.03              | \$836.26             | \$1,694.58         | \$2,205.79               | \$495.37             | \$1,012.80         | \$1,319.47               | \$1,108.22           | \$2,238.50         | \$2,912.88               |
| 0.70              | \$279.66             | \$1,074.09         | \$1,462.62               | \$0.00               | \$392.31           | \$576.30                 | \$551.62             | \$1,618.01         | \$2,169.71               |
| 0.10              | \$778.11             | \$1,629.75         | \$2,128.15               | \$437.22             | \$947.97           | \$1,241.83               | \$1,050.07           | \$2,173.67         | \$2,835.24               |
| 0.13              | \$753.18             | \$1,601.97         | \$2,094.87               | \$412.29             | \$920.19           | \$1,208.55               | \$1,025.14           | \$2,145.89         | \$2,801.96               |
| 0.17              | \$719.95             | \$1,564.92         | \$2,050.50               | \$379.06             | \$883.14           | \$1,164.18               | \$991.91             | \$2,108.84         | \$2,757.59               |
| 0.20              | \$695.03             | \$1,537.14         | \$2,017.23               | \$354.14             | \$855.36           | \$1,130.91               | \$966.99             | \$2,081.06         | \$2,724.32               |
| 0.23              | \$670.11             | \$1,509.36         | \$1,983.95               | \$329.22             | \$827.58           | \$1,097.63               | \$942.07             | \$2,053.28         | \$2,691.04               |
| 0.27              | \$636.88             | \$1,472.31         | \$1,939.58               | \$295.99             | \$790.53           | \$1,053.26               | \$908.84             | \$2,016.23         | \$2,646.67               |
| 0.30              | \$611.96             | \$1,444.53         | \$1,906.31               | \$271.07             | \$762.75           | \$1,019.99               | \$883.92             | \$1,988.45         | \$2,613.40               |
| 0.33              | \$587.04             | \$1,416.75         | \$1,873.03               | \$246.15             | \$734.97           | \$986.71                 | \$859.00             | \$1,960.67         | \$2,580.12               |
| 0.37              | \$553.81             | \$1,379.70         | \$1,828.66               | \$212.92             | \$697.92           | \$942.34                 | \$825.77             | \$1,923.62         | \$2,535.75               |
| 0.40              | \$528.88             | \$1,351.92         | \$1,795.39               | \$187.99             | \$670.14           | \$909.07                 | \$800.84             | \$1,895.84         | \$2,502.48               |
| 0.43              | \$503.96             | \$1,324.14         | \$1,762.11               | \$163.07             | \$642.36           | \$875.79                 | \$775.92             | \$1,868.06         | \$2,469.20               |
| 0.47              | \$470.73             | \$1,287.09         | \$1,717.74               | \$129.84             | \$605.31           | \$831.42                 | \$742.69             | \$1,831.01         | \$2,424.83               |
| 0.50              | \$445.81             | \$1,259.31         | \$1,684.47               | \$104.92             | \$577.53           | \$798.15                 | \$717.77             | \$1,803.23         | \$2,391.56               |
| 0.53              | \$420.89             | \$1,231.53         | \$1,651.19               | \$80.00              | \$549.75           | \$764.87                 | \$692.85             | \$1,775.45         | \$2,358.28               |
| 0.57              | \$387.66             | \$1,194.48         | \$1,606.82               | \$46.77              | \$512.70           | \$720.50                 | \$659.62             | \$1,738.40         | \$2,313.91               |
| 0.60              | \$362.74             | \$1,166.70         | \$1,573.54               | \$21.85              | \$484.92           | \$687.22                 | \$634.70             | \$1,710.62         | \$2,280.63               |
| 0.63              | \$337.81             | \$1,138.92         | \$1,540.27               | \$0.00               | \$457.14           | \$653.95                 | \$609.77             | \$1,682.84         | \$2,247.36               |
| 0.67              | \$304.58             | \$1,101.87         | \$1,495.90               | \$0.00               | \$420.09           | \$609.58                 | \$576.54             | \$1,645.79         | \$2,202.99               |
| 0.70              | \$279.66             | \$1,074.09         | \$1,462.62               | \$0.00               | \$392.31           | \$576.30                 | \$551.62             | \$1,618.01         | \$2,169.71               |
| 0.73              | \$30.44              | \$796.26           | \$1,129.86               | \$0.00               | \$114.48           | \$243.54                 | \$302.40             | \$1,340.18         | \$1,836.95               |
| 0.77              | \$30.44              | \$796.26           | \$1,129.86               | \$0.00               | \$114.48           | \$243.54                 | \$302.40             | \$1,340.18         | \$1,836.95               |
| 0.80              | \$30.44              | \$796.26           | \$1,129.86               | \$0.00               | \$114.48           | \$243.54                 | \$302.40             | \$1,340.18         | \$1,836.95               |
| 0.83              | \$30.44              | \$796.26           | \$1,129.86               | \$0.00               | \$114.48           | \$243.54                 | \$302.40             | \$1,340.18         | \$1,836.95               |
| 0.87              | \$30.44              | \$796.26           | \$1,129.86               | \$0.00               | \$114.48           | \$243.54                 | \$302.40             | \$1,340.18         | \$1,836.95               |
| 0.90              | \$30.44              | \$796.26           | \$1,129.86               | \$0.00               | \$114.48           | \$243.54                 | \$302.40             | \$1,340.18         | \$1,836.95               |
| 0.93              | \$30.44              | \$796.26           | \$1,129.86               | \$0.00               | \$114.48           | \$243.54                 | \$302.40             | \$1,340.18         | \$1,836.95               |
| 0.97              | \$30.44              | \$796.26           | \$1,129.86               | \$0.00               | \$114.48           | \$243.54                 | \$302.40             | \$1,340.18         | \$1,836.95               |
| 1.00              | \$30.44              | \$796.26           | \$1,129.86               | \$0.00               | \$114.48           | \$243.54                 | \$302.40             | \$1,340.18         | \$1,836.95               |

Effective January 1, 2020

UPDATED 12/03/2019

**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 Only or Family | Employee Only                                  | Employee +1   | Employee + 2/more |
| Employee + 1      | \$32.21                 | \$101.75                | \$8.08   |               |                   |
| Employee + 2/more | \$32.21                 | \$101.75                | \$16.16  |               |                   |
|                   | \$32.21                 | \$101.75                | \$26.04  |               |                   |
| FTE               | Employee Only or Family | Employee Only or Family | Employee Only                                  | Employee +1   | Employee + 2/more |
| <b>Caps</b>       | <b>\$66.15</b>          | <b>\$66.15</b>          | <b>\$0.00</b>                                  | <b>\$0.00</b> | <b>\$0.00</b>     |
| 0.00              | \$32.21                 | \$101.75                | \$8.08   | \$16.16       | \$26.04           |
| 0.03              | \$30.23                 | \$99.77                 | \$8.08   | \$16.16       | \$26.04           |
| 0.70              | \$0.00                  | \$55.45                 | \$8.08   | \$16.16       | \$26.04           |
| 0.10              | \$25.60                 | \$95.14                 | \$8.08   | \$16.16       | \$26.04           |
| 0.13              | \$23.61                 | \$93.15                 | \$8.08   | \$16.16       | \$26.04           |
| 0.17              | \$20.96                 | \$90.50                 | \$8.08   | \$16.16       | \$26.04           |
| 0.20              | \$18.98                 | \$88.52                 | \$8.08   | \$16.16       | \$26.04           |
| 0.23              | \$17.00                 | \$86.54                 | \$8.08   | \$16.16       | \$26.04           |
| 0.27              | \$14.35                 | \$83.89                 | \$8.08   | \$16.16       | \$26.04           |
| 0.30              | \$12.37                 | \$81.91                 | \$8.08   | \$16.16       | \$26.04           |
| 0.33              | \$10.38                 | \$79.92                 | \$8.08   | \$16.16       | \$26.04           |
| 0.37              | \$7.73                  | \$77.27                 | \$8.08   | \$16.16       | \$26.04           |
| 0.40              | \$5.75                  | \$75.29                 | \$8.08   | \$16.16       | \$26.04           |
| 0.43              | \$3.77                  | \$73.31                 | \$8.08   | \$16.16       | \$26.04           |
| 0.47              | \$1.12                  | \$70.66                 | \$8.08   | \$16.16       | \$26.04           |
| 0.50              | \$0.00                  | \$68.68                 | \$8.08   | \$16.16       | \$26.04           |
| 0.53              | \$0.00                  | \$66.69                 | \$8.08   | \$16.16       | \$26.04           |
| 0.57              | \$0.00                  | \$64.04                 | \$8.08   | \$16.16       | \$26.04           |
| 0.60              | \$0.00                  | \$62.06                 | \$8.08   | \$16.16       | \$26.04           |
| 0.63              | \$0.00                  | \$60.08                 | \$8.08   | \$16.16       | \$26.04           |
| 0.67              | \$0.00                  | \$57.43                 | \$8.08   | \$16.16       | \$26.04           |
| 0.70              | \$0.00                  | \$55.45                 | \$8.08   | \$16.16       | \$26.04           |
| 0.73              | \$0.00                  | \$35.60                 | \$8.08   | \$16.16       | \$26.04           |
| 0.77              | \$0.00                  | \$35.60                 | \$8.08   | \$16.16       | \$26.04           |
| 0.80              | \$0.00                  | \$35.60                 | \$8.08   | \$16.16       | \$26.04           |
| 0.83              | \$0.00                  | \$35.60                 | \$8.08   | \$16.16       | \$26.04           |
| 0.87              | \$0.00                  | \$35.60                 | \$8.08   | \$16.16       | \$26.04           |
| 0.90              | \$0.00                  | \$35.60                 | \$8.08   | \$16.16       | \$26.04           |
| 0.93              | \$0.00                  | \$35.60                 | \$8.08   | \$16.16       | \$26.04           |
| 0.97              | \$0.00                  | \$35.60                 | \$8.08   | \$16.16       | \$26.04           |
| 1.00              | \$0.00                  | \$35.60                 | \$8.08   | \$16.16       | \$26.04           |

Effective January 1, 2020

UPDATED 12/03/2019

**LOCAL 21 - CLASSIFIED SALARIED EMPLOYEES - TEN Month Employees**

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

| Employee Only<br>Employee + 1<br>Employee + 2/more | Kaiser<br>10-Month Rates             |                   |                   | Anthem HMO Select<br>10-Month Rates    |                   |                   | Anthem HMO Traditional<br>10-Month Rates |                   |                   | Cash In Lieu of<br>Benefits<br>(paid 10 months) |
|--|--------------------------------------|-------------------|-------------------|--|-------------------|-------------------|--|-------------------|-------------------|---|
|  | \$922.19<br>\$1,844.38<br>\$2,397.68 |                   |                   | \$1,042.78<br>\$2,085.55<br>\$2,711.22 |                   |                   | \$1,421.81<br>\$2,843.62<br>\$3,696.70   |                   |                   | 80% of Kaiser =<br><b>\$737.75</b>              |
| 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                      |
| <b>Caps</b>  | <b>\$996.89</b>                      | <b>\$1,111.32</b> | <b>\$1,331.05</b> | <b>\$996.89</b>                        | <b>\$1,111.32</b> | <b>\$1,331.05</b> | <b>\$996.89</b>                          | <b>\$1,111.32</b> | <b>\$1,331.05</b> |   |
| 0.00   | \$922.19                             | \$1,844.38        | \$2,397.68        | \$1,042.78                             | \$2,085.55        | \$2,711.22        | \$1,421.81                               | \$2,843.62        | \$3,696.70        | <b>\$0.00</b>                                   |
| 0.03   | \$892.28                             | \$1,811.04        | \$2,357.75        | \$1,012.87                             | \$2,052.21        | \$2,671.29        | \$1,391.90                               | \$2,810.28        | \$3,656.76        | \$22.13   |
| 0.70   | \$224.37                             | \$1,066.45        | \$1,465.95        | \$344.95                               | \$1,307.63        | \$1,779.48        | \$723.99                                 | \$2,065.69        | \$2,764.96        | \$516.43  |
| 0.10   | \$822.50                             | \$1,733.24        | \$2,264.58        | \$943.09                               | \$1,974.42        | \$2,578.11        | \$1,322.12                               | \$2,732.48        | \$3,563.59        | \$73.78   |
| 0.13   | \$792.59                             | \$1,699.90        | \$2,224.65        | \$913.18                               | \$1,941.08        | \$2,538.18        | \$1,292.21                               | \$2,699.14        | \$3,523.66        | \$95.91   |
| 0.17   | \$752.72                             | \$1,655.45        | \$2,171.41        | \$873.31                               | \$1,896.63        | \$2,484.94        | \$1,252.34                               | \$2,654.69        | \$3,470.42        | \$125.42  |
| 0.20   | \$722.81                             | \$1,622.11        | \$2,131.47        | \$843.40                               | \$1,863.29        | \$2,445.01        | \$1,222.43                               | \$2,621.35        | \$3,430.49        | \$147.55  |
| 0.23   | \$692.90                             | \$1,588.77        | \$2,091.54        | \$813.49                               | \$1,829.95        | \$2,405.08        | \$1,192.52                               | \$2,588.01        | \$3,390.55        | \$169.68  |
| 0.27   | \$653.03                             | \$1,544.32        | \$2,038.30        | \$773.62                               | \$1,785.50        | \$2,351.84        | \$1,152.65                               | \$2,543.56        | \$3,337.31        | \$199.19  |
| 0.30   | \$623.12                             | \$1,510.98        | \$1,998.37        | \$743.71                               | \$1,752.16        | \$2,311.90        | \$1,122.74                               | \$2,510.22        | \$3,297.38        | \$221.33  |
| 0.33   | \$593.21                             | \$1,477.64        | \$1,958.44        | \$713.80                               | \$1,718.82        | \$2,271.97        | \$1,092.83                               | \$2,476.88        | \$3,257.45        | \$243.46  |
| 0.37   | \$553.34                             | \$1,433.19        | \$1,905.19        | \$673.93                               | \$1,674.36        | \$2,218.73        | \$1,052.96                               | \$2,432.43        | \$3,204.21        | \$272.97  |
| 0.40   | \$523.43                             | \$1,399.85        | \$1,865.26        | \$644.02                               | \$1,641.02        | \$2,178.80        | \$1,023.05                               | \$2,399.09        | \$3,164.28        | \$295.10  |
| 0.43   | \$493.53                             | \$1,366.51        | \$1,825.33        | \$614.11                               | \$1,607.68        | \$2,138.87        | \$993.15                                 | \$2,365.75        | \$3,124.34        | \$317.23  |
| 0.47   | \$453.65                             | \$1,322.06        | \$1,772.09        | \$574.24                               | \$1,563.23        | \$2,085.63        | \$953.27                                 | \$2,321.30        | \$3,071.10        | \$346.74  |
| 0.50   | \$423.74                             | \$1,288.72        | \$1,732.16        | \$544.33                               | \$1,529.89        | \$2,045.69        | \$923.36                                 | \$2,287.96        | \$3,031.17        | \$368.88  |
| 0.53   | \$393.84                             | \$1,255.38        | \$1,692.23        | \$514.43                               | \$1,496.55        | \$2,005.76        | \$893.46                                 | \$2,254.62        | \$2,991.24        | \$391.01  |
| 0.57   | \$353.96                             | \$1,210.92        | \$1,638.98        | \$474.55                               | \$1,452.10        | \$1,952.52        | \$853.58                                 | \$2,210.16        | \$2,938.00        | \$420.52  |
| 0.60   | \$324.06                             | \$1,177.58        | \$1,599.05        | \$444.64                               | \$1,418.76        | \$1,912.59        | \$823.68                                 | \$2,176.82        | \$2,898.06        | \$442.65  |
| 0.63   | \$294.15                             | \$1,144.24        | \$1,559.12        | \$414.74                               | \$1,385.42        | \$1,872.66        | \$793.77                                 | \$2,143.48        | \$2,858.13        | \$464.78  |
| 0.67   | \$254.27                             | \$1,099.79        | \$1,505.88        | \$374.86                               | \$1,340.97        | \$1,819.42        | \$753.89                                 | \$2,099.03        | \$2,804.89        | \$494.29  |
| 0.70   | \$224.37                             | \$1,066.45        | \$1,465.95        | \$344.95                               | \$1,307.63        | \$1,779.48        | \$723.99                                 | \$2,065.69        | \$2,764.96        | \$516.43  |
| 0.73   | <b>\$0.00</b>                        | \$733.06          | \$1,066.63        | <b>\$45.89</b>                         | \$974.23          | \$1,380.17        | \$424.92                                 | \$1,732.30        | \$2,365.64        | \$737.75  |
| 0.77   | <b>\$0.00</b>                        | \$733.06          | \$1,066.63        | <b>\$45.89</b>                         | \$974.23          | \$1,380.17        | \$424.92                                 | \$1,732.30        | \$2,365.64        | \$737.75  |
| 0.80   | <b>\$0.00</b>                        | \$733.06          | \$1,066.63        | <b>\$45.89</b>                         | \$974.23          | \$1,380.17        | \$424.92                                 | \$1,732.30        | \$2,365.64        | \$737.75  |
| 0.83   | <b>\$0.00</b>                        | \$733.06          | \$1,066.63        | <b>\$45.89</b>                         | \$974.23          | \$1,380.17        | \$424.92                                 | \$1,732.30        | \$2,365.64        | \$737.75  |
| 0.87   | <b>\$0.00</b>                        | \$733.06          | \$1,066.63        | <b>\$45.89</b>                         | \$974.23          | \$1,380.17        | \$424.92                                 | \$1,732.30        | \$2,365.64        | \$737.75  |
| 0.90   | <b>\$0.00</b>                        | \$733.06          | \$1,066.63        | <b>\$45.89</b>                         | \$974.23          | \$1,380.17        | \$424.92                                 | \$1,732.30        | \$2,365.64        | \$737.75  |
| 0.93   | <b>\$0.00</b>                        | \$733.06          | \$1,066.63        | <b>\$45.89</b>                         | \$974.23          | \$1,380.17        | \$424.92                                 | \$1,732.30        | \$2,365.64        | \$737.75  |
| 0.97   | <b>\$0.00</b>                        | \$733.06          | \$1,066.63        | <b>\$45.89</b>                         | \$974.23          | \$1,380.17        | \$424.92                                 | \$1,732.30        | \$2,365.64        | \$737.75  |
| 1.00   | <b>\$0.00</b>                        | \$733.06          | \$1,066.63        | <b>\$45.89</b>                         | \$974.23          | \$1,380.17        | \$424.92                                 | \$1,732.30        | \$2,365.64        | \$737.75  |

Effective January 1, 2020

UPDATED 12/03/2019

**LOCAL 21 - CLASSIFIED SALARIED EMPLOYEES - TEN Month Employees**

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

| Employee Only<br>Employee + 1<br>Employee + 2/more | Health Net SmartCare HMO<br>10-Month Rates |                    |                          | Western Health Advantage HMO<br>10-Month Rates |                    |                          |
|--|--|--------------------|--------------------------|--|--------------------|--------------------------|
|  | \$1,200.62<br>\$2,401.25<br>\$3,121.62     |                    |                          | \$878.35<br>\$1,756.70<br>\$2,283.72           |                    |                          |
|  | Employee Only                              | Employee +1        | Employee + 2/more        | Employee Only                                  | Employee +1        | Employee + 2/more        |
| <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>\$996.89</b>                            | <b>\$1,111.32</b>  | <b>\$1,331.05</b>        | <b>\$996.89</b>                                | <b>\$1,111.32</b>  | <b>\$1,331.05</b>        |
| 0.00   | \$1,200.62                                 | \$2,401.25         | \$3,121.62               | \$878.35                                       | \$1,756.70         | \$2,283.72               |
| 0.03   | \$1,170.72                                 | \$2,367.91         | \$3,081.69               | \$848.45                                       | \$1,723.36         | \$2,250.38               |
| 0.70   | \$502.80                                   | \$1,623.32         | \$2,189.88               | \$180.53                                       | \$978.78           | \$1,505.80               |
| 0.10   | \$1,100.94                                 | \$2,290.12         | \$2,988.51               | \$778.66                                       | \$1,645.57         | \$2,172.59               |
| 0.13   | \$1,071.03                                 | \$2,256.78         | \$2,948.58               | \$748.76                                       | \$1,612.23         | \$2,139.25               |
| 0.17   | \$1,031.15                                 | \$2,212.32         | \$2,895.34               | \$708.88                                       | \$1,567.78         | \$2,094.80               |
| 0.20   | \$1,001.25                                 | \$2,178.98         | \$2,855.41               | \$678.97                                       | \$1,534.44         | \$2,061.46               |
| 0.23   | \$971.34                                   | \$2,145.64         | \$2,815.48               | \$649.07                                       | \$1,501.10         | \$2,028.12               |
| 0.27   | \$931.46                                   | \$2,101.19         | \$2,762.24               | \$609.19                                       | \$1,456.65         | \$1,983.66               |
| 0.30   | \$901.56                                   | \$2,067.85         | \$2,722.30               | \$579.29                                       | \$1,423.31         | \$1,950.32               |
| 0.33   | \$871.65                                   | \$2,034.51         | \$2,682.37               | \$549.38                                       | \$1,389.97         | \$1,916.98               |
| 0.37   | \$831.78                                   | \$1,990.06         | \$2,629.13               | \$509.50                                       | \$1,345.52         | \$1,872.53               |
| 0.40   | \$801.87                                   | \$1,956.72         | \$2,589.20               | \$479.60                                       | \$1,312.18         | \$1,839.19               |
| 0.43   | \$771.96                                   | \$1,923.38         | \$2,549.27               | \$449.69                                       | \$1,278.84         | \$1,805.85               |
| 0.47   | \$732.09                                   | \$1,878.93         | \$2,496.03               | \$409.81                                       | \$1,234.38         | \$1,761.40               |
| 0.50   | \$702.18                                   | \$1,845.59         | \$2,456.09               | \$379.91                                       | \$1,201.04         | \$1,728.06               |
| 0.53   | \$672.27                                   | \$1,812.25         | \$2,416.16               | \$350.00                                       | \$1,167.70         | \$1,694.72               |
| 0.57   | \$632.40                                   | \$1,767.80         | \$2,362.92               | \$310.13                                       | \$1,123.25         | \$1,650.27               |
| 0.60   | \$602.49                                   | \$1,734.46         | \$2,322.99               | \$280.22                                       | \$1,089.91         | \$1,616.93               |
| 0.63   | \$572.58                                   | \$1,701.12         | \$2,283.06               | \$250.31                                       | \$1,056.57         | \$1,583.59               |
| 0.67   | \$532.71                                   | \$1,656.66         | \$2,229.82               | \$210.44                                       | \$1,012.12         | \$1,539.14               |
| 0.70   | \$502.80                                   | \$1,623.32         | \$2,189.88               | \$180.53                                       | \$978.78           | \$1,505.80               |
| 0.73   | \$203.74                                   | \$1,289.93         | \$1,790.57               | \$0.00   | \$645.38           | \$952.67                 |
| 0.77   | \$203.74                                   | \$1,289.93         | \$1,790.57               | \$0.00   | \$645.38           | \$952.67                 |
| 0.80   | \$203.74                                   | \$1,289.93         | \$1,790.57               | \$0.00   | \$645.38           | \$952.67                 |
| 0.83   | \$203.74                                   | \$1,289.93         | \$1,790.57               | \$0.00   | \$645.38           | \$952.67                 |
| 0.87   | \$203.74                                   | \$1,289.93         | \$1,790.57               | \$0.00   | \$645.38           | \$952.67                 |
| 0.90   | \$203.74                                   | \$1,289.93         | \$1,790.57               | \$0.00   | \$645.38           | \$952.67                 |
| 0.93   | \$203.74                                   | \$1,289.93         | \$1,790.57               | \$0.00   | \$645.38           | \$952.67                 |
| 0.97   | \$203.74                                   | \$1,289.93         | \$1,790.57               | \$0.00   | \$645.38           | \$952.67                 |
| 1.00   | \$203.74                                   | \$1,289.93         | \$1,790.57               | \$0.00   | \$645.38           | \$952.67                 |

Effective January 1, 2020

UPDATED 12/03/2019

**LOCAL 21 - CLASSIFIED SALARIED EMPLOYEES - TEN Month Employees**

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

|                          | PERS Choice<br>10-Month Rates |                    |                          | PERS Select<br>10-Month Rates |                    |                          | PERS Care<br>10-Month Rates |                    |                          |
|--------------------------|-------------------------------|--------------------|--------------------------|-------------------------------|--------------------|--------------------------|-----------------------------|--------------------|--------------------------|
|                          | Employee Only                 | Employee +1        | Employee + 2/more        | Employee Only                 | Employee +1        | Employee + 2/more        | Employee Only               | Employee +1        | Employee + 2/more        |
| <b>Employee Only</b>     | \$1,033.42                    |                    |                          | \$624.35                      |                    |                          | \$1,359.77                  |                    |                          |
| <b>Employee + 1</b>      | \$2,066.83                    |                    |                          | \$1,248.70                    |                    |                          | \$2,719.54                  |                    |                          |
| <b>Employee + 2/more</b> | \$2,686.88                    |                    |                          | \$1,623.30                    |                    |                          | \$3,535.39                  |                    |                          |
| <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>Employee Only</b>        | <b>Employee +1</b> | <b>Employee + 2/more</b> |
| <b>Caps</b>              | <b>\$996.89</b>               | <b>\$1,111.32</b>  | <b>\$1,331.05</b>        | <b>\$996.89</b>               | <b>\$1,111.32</b>  | <b>\$1,331.05</b>        | <b>\$996.89</b>             | <b>\$1,111.32</b>  | <b>\$1,331.05</b>        |
| 0.00                     | \$1,033.42                    | \$2,066.83         | \$2,686.88               | \$624.35                      | \$1,248.70         | \$1,623.30               | \$1,359.77                  | \$2,719.54         | \$3,535.39               |
| 0.03                     | \$1,003.51                    | \$2,033.49         | \$2,646.95               | \$594.44                      | \$1,215.36         | \$1,583.37               | \$1,329.86                  | \$2,686.20         | \$3,495.46               |
| 0.70                     | \$335.59                      | \$1,288.91         | \$1,755.15               | \$0.00                        | \$470.77           | \$691.56                 | \$661.95                    | \$1,941.61         | \$2,603.66               |
| 0.10                     | \$933.73                      | \$1,955.70         | \$2,553.78               | \$524.66                      | \$1,137.56         | \$1,490.19               | \$1,260.08                  | \$2,608.40         | \$3,402.29               |
| 0.13                     | \$903.82                      | \$1,922.36         | \$2,513.85               | \$494.75                      | \$1,104.22         | \$1,450.26               | \$1,230.17                  | \$2,575.06         | \$3,362.36               |
| 0.17                     | \$863.95                      | \$1,877.91         | \$2,460.61               | \$454.88                      | \$1,059.77         | \$1,397.02               | \$1,190.30                  | \$2,530.61         | \$3,309.11               |
| 0.20                     | \$834.04                      | \$1,844.57         | \$2,420.67               | \$424.97                      | \$1,026.43         | \$1,357.09               | \$1,160.39                  | \$2,497.27         | \$3,269.18               |
| 0.23                     | \$804.13                      | \$1,811.23         | \$2,380.74               | \$395.06                      | \$993.09           | \$1,317.16               | \$1,130.48                  | \$2,463.93         | \$3,229.25               |
| 0.27                     | \$764.26                      | \$1,766.78         | \$2,327.50               | \$355.19                      | \$948.64           | \$1,263.92               | \$1,090.61                  | \$2,419.48         | \$3,176.01               |
| 0.30                     | \$734.35                      | \$1,733.44         | \$2,287.57               | \$325.28                      | \$915.30           | \$1,223.98               | \$1,060.70                  | \$2,386.14         | \$3,136.08               |
| 0.33                     | \$704.44                      | \$1,700.10         | \$2,247.64               | \$295.37                      | \$881.96           | \$1,184.05               | \$1,030.79                  | \$2,352.80         | \$3,096.14               |
| 0.37                     | \$664.57                      | \$1,655.64         | \$2,194.39               | \$255.50                      | \$837.51           | \$1,130.81               | \$990.92                    | \$2,308.35         | \$3,042.90               |
| 0.40                     | \$634.66                      | \$1,622.30         | \$2,154.46               | \$225.59                      | \$804.17           | \$1,090.88               | \$961.01                    | \$2,275.01         | \$3,002.97               |
| 0.43                     | \$604.75                      | \$1,588.96         | \$2,114.53               | \$195.69                      | \$770.83           | \$1,050.95               | \$931.11                    | \$2,241.67         | \$2,963.04               |
| 0.47                     | \$564.88                      | \$1,544.51         | \$2,061.29               | \$155.81                      | \$726.38           | \$997.71                 | \$891.23                    | \$2,197.22         | \$2,909.80               |
| 0.50                     | \$534.97                      | \$1,511.17         | \$2,021.36               | \$125.90                      | \$693.04           | \$957.77                 | \$861.32                    | \$2,163.88         | \$2,869.87               |
| 0.53                     | \$505.07                      | \$1,477.83         | \$1,981.43               | \$96.00                       | \$659.70           | \$917.84                 | \$831.42                    | \$2,130.54         | \$2,829.93               |
| 0.57                     | \$465.19                      | \$1,433.38         | \$1,928.18               | \$56.12                       | \$615.24           | \$864.60                 | \$791.54                    | \$2,086.08         | \$2,776.69               |
| 0.60                     | \$435.28                      | \$1,400.04         | \$1,888.25               | \$26.22                       | \$581.90           | \$824.67                 | \$761.64                    | \$2,052.74         | \$2,736.76               |
| 0.63                     | \$405.38                      | \$1,366.70         | \$1,848.32               | \$0.00                        | \$548.56           | \$784.74                 | \$731.73                    | \$2,019.40         | \$2,696.83               |
| 0.67                     | \$365.50                      | \$1,322.25         | \$1,795.08               | \$0.00                        | \$504.11           | \$731.50                 | \$691.85                    | \$1,974.95         | \$2,643.59               |
| 0.70                     | \$335.59                      | \$1,288.91         | \$1,755.15               | \$0.00                        | \$470.77           | \$691.56                 | \$661.95                    | \$1,941.61         | \$2,603.66               |
| 0.73                     | \$36.53                       | \$955.51           | \$1,355.83               | \$0.00                        | \$137.38           | \$292.25                 | \$362.88                    | \$1,608.22         | \$2,204.34               |
| 0.77                     | \$36.53                       | \$955.51           | \$1,355.83               | \$0.00                        | \$137.38           | \$292.25                 | \$362.88                    | \$1,608.22         | \$2,204.34               |
| 0.80                     | \$36.53                       | \$955.51           | \$1,355.83               | \$0.00                        | \$137.38           | \$292.25                 | \$362.88                    | \$1,608.22         | \$2,204.34               |
| 0.83                     | \$36.53                       | \$955.51           | \$1,355.83               | \$0.00                        | \$137.38           | \$292.25                 | \$362.88                    | \$1,608.22         | \$2,204.34               |
| 0.87                     | \$36.53                       | \$955.51           | \$1,355.83               | \$0.00                        | \$137.38           | \$292.25                 | \$362.88                    | \$1,608.22         | \$2,204.34               |
| 0.90                     | \$36.53                       | \$955.51           | \$1,355.83               | \$0.00                        | \$137.38           | \$292.25                 | \$362.88                    | \$1,608.22         | \$2,204.34               |
| 0.93                     | \$36.53                       | \$955.51           | \$1,355.83               | \$0.00                        | \$137.38           | \$292.25                 | \$362.88                    | \$1,608.22         | \$2,204.34               |
| 0.97                     | \$36.53                       | \$955.51           | \$1,355.83               | \$0.00                        | \$137.38           | \$292.25                 | \$362.88                    | \$1,608.22         | \$2,204.34               |
| 1.00                     | \$36.53                       | \$955.51           | \$1,355.83               | \$0.00                        | \$137.38           | \$292.25                 | \$362.88                    | \$1,608.22         | \$2,204.34               |

Effective January 1, 2020

UPDATED 12/03/2019

**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<br>(100% Employee Contribution) |                |                      |
|-------------------|-------------------------------|-------------------------------|--|----------------|----------------------|
|                   | DeltaCare<br>DHMO             | PPO                           |  |                |                      |
| Employee Only     | \$38.65                       | \$122.10                      | \$9.70   |                |                      |
| Employee + 1      | \$38.65                       | \$122.10                      | \$19.39  |                |                      |
| Employee + 2/more | \$38.65                       | \$122.10                      | \$31.25  |                |                      |
| FTE               | Employee<br>Only or<br>Family | Employee<br>Only or<br>Family | Employee<br>Only   | Employee<br>+1 | Employee +<br>2/more |
| <b>Caps</b>       | <b>\$79.38</b>                | <b>\$79.38</b>                | <b>\$0.00</b>  | <b>\$0.00</b>  | <b>\$0.00</b>        |
| 0.00              | \$38.65                       | \$122.10                      | \$9.70   | \$19.39        | \$31.25              |
| 0.03              | \$36.27                       | \$119.72                      | \$9.70   | \$19.39        | \$31.25              |
| 0.70              | \$0.00                        | \$66.53                       | \$9.70   | \$19.39        | \$31.25              |
| 0.10              | \$30.72                       | \$114.16                      | \$9.70   | \$19.39        | \$31.25              |
| 0.13              | \$28.33                       | \$111.78                      | \$9.70   | \$19.39        | \$31.25              |
| 0.17              | \$25.16                       | \$108.61                      | \$9.70   | \$19.39        | \$31.25              |
| 0.20              | \$22.78                       | \$106.22                      | \$9.70   | \$19.39        | \$31.25              |
| 0.23              | \$20.40                       | \$103.85                      | \$9.70   | \$19.39        | \$31.25              |
| 0.27              | \$17.22                       | \$100.68                      | \$9.70   | \$19.39        | \$31.25              |
| 0.30              | \$14.84                       | \$98.30                       | \$9.70   | \$19.39        | \$31.25              |
| 0.33              | \$12.46                       | \$95.89                       | \$9.70   | \$19.39        | \$31.25              |
| 0.37              | \$9.28                        | \$92.72                       | \$9.70   | \$19.39        | \$31.25              |
| 0.40              | \$6.90                        | \$90.35                       | \$9.70   | \$19.39        | \$31.25              |
| 0.43              | \$4.52                        | \$87.97                       | \$9.70   | \$19.39        | \$31.25              |
| 0.47              | \$1.34                        | \$84.79                       | \$9.70   | \$19.39        | \$31.25              |
| 0.50              | \$0.00                        | \$82.42                       | \$9.70   | \$19.39        | \$31.25              |
| 0.53              | \$0.00                        | \$80.03                       | \$9.70   | \$19.39        | \$31.25              |
| 0.57              | \$0.00                        | \$76.85                       | \$9.70   | \$19.39        | \$31.25              |
| 0.60              | \$0.00                        | \$74.47                       | \$9.70   | \$19.39        | \$31.25              |
| 0.63              | \$0.00                        | \$72.10                       | \$9.70   | \$19.39        | \$31.25              |
| 0.67              | \$0.00                        | \$68.92                       | \$9.70   | \$19.39        | \$31.25              |
| 0.70              | \$0.00                        | \$66.53                       | \$9.70   | \$19.39        | \$31.25              |
| 0.73              | \$0.00                        | \$42.72                       | \$9.70   | \$19.39        | \$31.25              |
| 0.77              | \$0.00                        | \$42.72                       | \$9.70   | \$19.39        | \$31.25              |
| 0.80              | \$0.00                        | \$42.72                       | \$9.70   | \$19.39        | \$31.25              |
| 0.83              | \$0.00                        | \$42.72                       | \$9.70   | \$19.39        | \$31.25              |
| 0.87              | \$0.00                        | \$42.72                       | \$9.70   | \$19.39        | \$31.25              |
| 0.90              | \$0.00                        | \$42.72                       | \$9.70   | \$19.39        | \$31.25              |
| 0.93              | \$0.00                        | \$42.72                       | \$9.70   | \$19.39        | \$31.25              |
| 0.97              | \$0.00                        | \$42.72                       | \$9.70   | \$19.39        | \$31.25              |
| 1.00              | \$0.00                        | \$42.72                       | \$9.70   | \$19.39        | \$31.25              |

Effective January 1, 2020

UPDATED 12/03/2019