

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

2020 CalPERS Premium Rates Region 1 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 CalPERS Premium Rates Region 1 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 District Caps: 12-Month		
	EE	FAM
Medical	\$830.74	\$1,109.21
Dental		
DHMO	\$66.15	
PPO	\$66.15	

2020 District Caps: 10-Month		
EE	FAM	
\$996.89	\$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 Employee + 1 Employee + 2/more	Kaiser			Anthem HMO Select			Anthem HMO Traditional			Cash In Lieu of Benefits 12-Month Rate
	\$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			80% of Kaiser = <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
0.07	\$710.34	\$1,472.15	\$1,920.43	\$810.83	\$1,673.13	\$2,181.71	\$1,126.69	\$2,304.85	\$3,002.94	\$43.04
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 8/16/2019

**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
0.07	\$942.37	\$1,936.21	\$2,523.71	\$673.81	\$1,399.09	\$1,825.46
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

Effective January 1, 2020

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

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

Employee Only Employee + 1 Employee + 2/more	PERS Choice			PERS Select			PERS Care		
	\$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		
	FTE	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1
<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
0.07	\$803.03	\$1,657.53	\$2,161.43	\$462.14	\$975.75	\$1,275.11	\$1,074.99	\$2,201.45	\$2,868.52
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 8/16/2019

**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	\$32.21	\$101.75	\$8.08		
Employee + 1	\$32.21	\$101.75	\$16.16		
Employee + 2/more	\$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
0.07	\$27.58	\$97.12	\$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

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**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)
	\$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			80% of Kaiser = <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
0.07	\$852.41	\$1,766.58	\$2,304.51	\$972.99	\$2,007.76	\$2,618.05	\$1,352.03	\$2,765.82	\$3,603.52	\$51.64
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

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

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

Employee Only Employee + 1 Employee + 2/more	Health Net SmartCare HMO 10-Month Rates			Western Health Advantage HMO 10-Month Rates		
	\$1,200.62			\$878.35		
	\$2,401.25			\$1,756.70		
	\$3,121.62			\$2,283.72		
FTE	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more
<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
0.07	\$1,130.84	\$2,323.46	\$3,028.45	\$808.57	\$1,678.91	\$2,205.93
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

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**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	PERS Choice 10-Month Rates			PERS Select 10-Month Rates			PERS Care 10-Month Rates		
	\$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		
	FTE	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1
<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
0.07	\$963.63	\$1,989.04	\$2,593.71	\$554.57	\$1,170.90	\$1,530.13	\$1,289.99	\$2,641.74	\$3,442.22
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

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**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	\$122.10	\$9.70		
Employee + 1	\$38.65	\$122.10	\$19.39		
Employee + 2/more	\$38.65	\$122.10	\$31.25		
FTE	Employee Only or Family	Employee Only or Family	Employee Only	Employee +1	Employee + 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
0.07	\$33.10	\$116.54	\$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

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