

2014	12-MONTH			9-MONTH			10-MONTH		
	EE	EE+1	FAM	EE	EE+1	FAM	EE	EE+1	FAM
KAISER HIGH	\$556.28	\$1,112.55	\$1,574.26	\$741.71	\$1,483.40	\$2,099.01	\$667.54	\$1,335.06	\$1,889.11
KAISER LOW	\$539.53	\$1,079.07	\$1,526.88	\$719.37	\$1,438.76	\$2,035.84	\$647.44	\$1,294.88	\$1,832.26
HEALTH NET HIGH	\$1,144.95	\$2,293.14	\$3,244.79	\$1,526.60	\$3,057.52	\$4,326.39	\$1,373.94	\$2,751.77	\$3,893.75
HEALTH NET LOW	\$989.89	\$1,979.81	\$2,801.43	\$1,319.85	\$2,639.75	\$3,735.24	\$1,187.87	\$2,375.77	\$3,361.72
HEALTH NET PPO	\$812.37	\$1,624.73	\$2,299.02	\$1,083.16	\$2,166.31	\$3,065.36	\$974.84	\$1,949.68	\$2,758.82
HEALTH NET POS	\$1,443.00	\$2,885.99	\$4,083.67	\$1,924.00	\$3,847.99	\$5,444.89	\$1,731.60	\$3,463.19	\$4,900.40
DELTA DENTAL PPO	\$107.51	\$107.51	\$107.51	\$143.35	\$143.35	\$143.35	\$129.01	\$129.01	\$129.01
DELTACARE DHMO	\$32.21	\$32.21	\$32.21	\$42.95	\$42.95	\$42.95	\$38.65	\$38.65	\$38.65
VSP	\$11.11	\$22.23	\$35.81	\$14.81	\$29.64	\$47.75	\$13.33	\$26.68	\$42.97

CERTIFICATED SALARIED EMPLOYEES - BFT - 2014

K-12 SALARIED AND CHILD DEVELOPMENT SALARIED

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

Employee Only Employee + 1 Employee + 2/more	KAISER HMO (High Option)			KAISER HMO (Low Option)			HEALTH NET HMO (High Option)			HEALTH NET HMO (Low Option)		
	\$556.28			\$539.53			\$1,144.95			\$989.89		
	\$1,112.55			\$1,079.07			\$2,293.14			\$1,979.81		
	\$1,574.26			\$1,526.88			\$3,244.79			\$2,801.43		
FTE	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more
Caps	\$358.27	\$716.54	\$1,013.90	\$358.27	\$716.54	\$1,013.90	\$431.80	\$866.12	\$1,013.90	\$431.80	\$866.12	\$1,013.90
0.04	\$541.95	\$1,083.89	\$1,533.70	\$525.20	\$1,050.41	\$1,486.32	\$1,127.68	\$2,258.50	\$3,204.23	\$972.62	\$1,945.17	\$2,760.87
0.08	\$527.62	\$1,055.23	\$1,493.15	\$510.87	\$1,021.75	\$1,445.77	\$1,110.41	\$2,223.85	\$3,163.68	\$955.35	\$1,910.52	\$2,720.32
0.10	\$520.45	\$1,040.90	\$1,472.87	\$503.70	\$1,007.42	\$1,425.49	\$1,101.77	\$2,206.53	\$3,143.40	\$946.71	\$1,893.20	\$2,700.04
0.12	\$513.29	\$1,026.57	\$1,452.59	\$496.54	\$993.09	\$1,405.21	\$1,093.13	\$2,189.21	\$3,123.12	\$938.07	\$1,875.88	\$2,679.76
0.16	\$498.96	\$997.90	\$1,412.04	\$482.21	\$964.42	\$1,364.66	\$1,075.86	\$2,154.56	\$3,082.57	\$920.80	\$1,841.23	\$2,639.21
0.20	\$484.63	\$969.24	\$1,371.48	\$467.88	\$935.76	\$1,324.10	\$1,058.59	\$2,119.92	\$3,042.01	\$903.53	\$1,806.59	\$2,598.65
0.24	\$470.30	\$940.58	\$1,330.92	\$453.55	\$907.10	\$1,283.54	\$1,041.32	\$2,085.27	\$3,001.45	\$886.26	\$1,771.94	\$2,558.09
0.28	\$455.96	\$911.92	\$1,290.37	\$439.21	\$878.44	\$1,242.99	\$1,024.05	\$2,050.63	\$2,960.90	\$868.99	\$1,737.30	\$2,517.54
0.30	\$448.80	\$897.59	\$1,270.09	\$432.05	\$864.11	\$1,222.71	\$1,015.41	\$2,033.30	\$2,940.62	\$860.35	\$1,719.97	\$2,497.26
0.32	\$441.63	\$883.26	\$1,249.81	\$424.88	\$849.78	\$1,202.43	\$1,006.77	\$2,015.98	\$2,920.34	\$851.71	\$1,702.65	\$2,476.98
0.36	\$427.30	\$854.60	\$1,209.26	\$410.55	\$821.12	\$1,161.88	\$989.50	\$1,981.34	\$2,879.79	\$834.44	\$1,668.01	\$2,436.43
0.40	\$412.97	\$825.93	\$1,168.70	\$396.22	\$792.45	\$1,121.32	\$972.23	\$1,946.69	\$2,839.23	\$817.17	\$1,633.36	\$2,395.87
0.44	\$398.64	\$797.27	\$1,128.14	\$381.89	\$763.79	\$1,080.76	\$954.96	\$1,912.05	\$2,798.67	\$799.90	\$1,598.72	\$2,355.31
0.48	\$384.31	\$768.61	\$1,087.59	\$367.56	\$735.13	\$1,040.21	\$937.69	\$1,877.40	\$2,758.12	\$782.63	\$1,564.07	\$2,314.76
0.50	\$377.15	\$754.28	\$1,067.31	\$360.40	\$720.80	\$1,019.93	\$929.05	\$1,860.08	\$2,737.84	\$773.99	\$1,546.75	\$2,294.48
0.52	\$369.98	\$739.95	\$1,047.03	\$353.23	\$706.47	\$999.65	\$920.41	\$1,842.76	\$2,717.56	\$765.35	\$1,529.43	\$2,274.20
0.56	\$355.65	\$711.29	\$1,006.48	\$338.90	\$677.81	\$959.10	\$903.14	\$1,808.11	\$2,677.01	\$748.08	\$1,494.78	\$2,233.65
0.60	\$341.32	\$682.63	\$965.92	\$324.57	\$649.15	\$918.54	\$885.87	\$1,773.47	\$2,636.45	\$730.81	\$1,460.14	\$2,193.09
0.64	\$326.99	\$653.96	\$925.36	\$310.24	\$620.48	\$877.98	\$868.60	\$1,738.82	\$2,595.89	\$713.54	\$1,425.49	\$2,152.53
0.68	\$312.66	\$625.30	\$884.81	\$295.91	\$591.82	\$837.43	\$851.33	\$1,704.18	\$2,555.34	\$696.27	\$1,390.85	\$2,111.98
0.70	\$305.49	\$610.97	\$864.53	\$288.74	\$577.49	\$817.15	\$842.69	\$1,686.86	\$2,535.06	\$687.63	\$1,373.53	\$2,091.70
0.72	\$298.33	\$596.64	\$844.25	\$281.58	\$563.16	\$796.87	\$834.05	\$1,669.53	\$2,514.78	\$678.99	\$1,356.20	\$2,071.42
0.76	\$283.99	\$567.98	\$803.70	\$267.24	\$534.50	\$756.32	\$816.78	\$1,634.89	\$2,474.23	\$661.72	\$1,321.56	\$2,030.87
0.80	\$269.66	\$539.32	\$763.14	\$252.91	\$505.84	\$715.76	\$799.51	\$1,600.24	\$2,433.67	\$644.45	\$1,286.91	\$1,990.31
0.84	\$255.33	\$510.66	\$722.58	\$238.58	\$477.18	\$675.20	\$782.24	\$1,565.60	\$2,393.11	\$627.18	\$1,252.27	\$1,949.75
0.88	\$241.00	\$481.99	\$682.03	\$224.25	\$448.51	\$634.65	\$764.97	\$1,530.95	\$2,352.56	\$609.91	\$1,217.62	\$1,909.20
0.90	\$233.84	\$467.66	\$661.75	\$217.09	\$434.18	\$614.37	\$756.33	\$1,513.63	\$2,332.28	\$601.27	\$1,200.30	\$1,888.92
0.92	\$226.67	\$453.33	\$641.47	\$209.92	\$419.85	\$594.09	\$747.69	\$1,496.31	\$2,312.00	\$592.63	\$1,182.98	\$1,868.64
0.96	\$212.34	\$424.67	\$600.92	\$195.59	\$391.19	\$553.54	\$730.42	\$1,461.66	\$2,271.45	\$575.36	\$1,148.33	\$1,828.09
1.00	\$198.01	\$396.01	\$560.36	\$181.26	\$362.53	\$512.98	\$713.15	\$1,427.02	\$2,230.89	\$558.09	\$1,113.69	\$1,787.53

CERTIFICATED SALARIED EMPLOYEES - BFT - 2014

K-12 SALARIED AND CHILD DEVELOPMENT SALARIED

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

	HEALTH NET PPO PLAN			HEALTH NET POS PLAN			DELTA DENTAL		VSP (Vision Plan) (100% Employee Contribution)		
							Delta Care DHMO	PPO			
	Employee Only	Employee + 1	Employee + 2/more	Employee Only	Employee + 1	Employee + 2/more			Employee Only	Employee + 1	Employee + 2/more
	\$812.37			\$1,443.00			\$32.21	\$107.51	\$11.11		
Employee Only	\$1,624.73			\$2,885.99			\$32.21	\$107.51	\$22.23		
Employee + 1	\$2,299.02			\$4,083.67			\$32.21	\$107.51	\$35.81		
Employee + 2/more											
FTE	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +2 or more	Employee Only	Employee +1	Employee + 2/more
Caps	\$431.80	\$866.12	\$1,013.90	\$431.80	\$866.12	\$1,013.90	\$66.15	\$66.15	\$0.00	\$0.00	\$0.00
0.04	\$795.10	\$1,590.09	\$2,258.46	\$1,425.73	\$2,851.35	\$4,043.11	\$29.56	\$104.86	\$11.11	\$22.23	\$35.81
0.08	\$777.83	\$1,555.44	\$2,217.91	\$1,408.46	\$2,816.70	\$4,002.56	\$26.92	\$102.22	\$11.11	\$22.23	\$35.81
0.10	\$769.19	\$1,538.12	\$2,197.63	\$1,399.82	\$2,799.38	\$3,982.28	\$25.60	\$100.90	\$11.11	\$22.23	\$35.81
0.12	\$760.55	\$1,520.80	\$2,177.35	\$1,391.18	\$2,782.06	\$3,962.00	\$24.27	\$99.57	\$11.11	\$22.23	\$35.81
0.16	\$743.28	\$1,486.15	\$2,136.80	\$1,373.91	\$2,747.41	\$3,921.45	\$21.63	\$96.93	\$11.11	\$22.23	\$35.81
0.20	\$726.01	\$1,451.51	\$2,096.24	\$1,356.64	\$2,712.77	\$3,880.89	\$18.98	\$94.28	\$11.11	\$22.23	\$35.81
0.24	\$708.74	\$1,416.86	\$2,055.68	\$1,339.37	\$2,678.12	\$3,840.33	\$16.33	\$91.63	\$11.11	\$22.23	\$35.81
0.28	\$691.47	\$1,382.22	\$2,015.13	\$1,322.10	\$2,643.48	\$3,799.78	\$13.69	\$88.99	\$11.11	\$22.23	\$35.81
0.30	\$682.83	\$1,364.89	\$1,994.85	\$1,313.46	\$2,626.15	\$3,779.50	\$12.37	\$87.67	\$11.11	\$22.23	\$35.81
0.32	\$674.19	\$1,347.57	\$1,974.57	\$1,304.82	\$2,608.83	\$3,759.22	\$11.04	\$86.34	\$11.11	\$22.23	\$35.81
0.36	\$656.92	\$1,312.93	\$1,934.02	\$1,287.55	\$2,574.19	\$3,718.67	\$8.40	\$83.70	\$11.11	\$22.23	\$35.81
0.40	\$639.65	\$1,278.28	\$1,893.46	\$1,270.28	\$2,539.54	\$3,678.11	\$5.75	\$81.05	\$11.11	\$22.23	\$35.81
0.44	\$622.38	\$1,243.64	\$1,852.90	\$1,253.01	\$2,504.90	\$3,637.55	\$3.10	\$78.40	\$11.11	\$22.23	\$35.81
0.48	\$605.11	\$1,208.99	\$1,812.35	\$1,235.74	\$2,470.25	\$3,597.00	\$0.46	\$75.76	\$11.11	\$22.23	\$35.81
0.50	\$596.47	\$1,191.67	\$1,792.07	\$1,227.10	\$2,452.93	\$3,576.72	\$0.00	\$74.44	\$11.11	\$22.23	\$35.81
0.52	\$587.83	\$1,174.35	\$1,771.79	\$1,218.46	\$2,435.61	\$3,556.44	\$0.00	\$73.11	\$11.11	\$22.23	\$35.81
0.56	\$570.56	\$1,139.70	\$1,731.24	\$1,201.19	\$2,400.96	\$3,515.89	\$0.00	\$70.47	\$11.11	\$22.23	\$35.81
0.60	\$553.29	\$1,105.06	\$1,690.68	\$1,183.92	\$2,366.32	\$3,475.33	\$0.00	\$67.82	\$11.11	\$22.23	\$35.81
0.64	\$536.02	\$1,070.41	\$1,650.12	\$1,166.65	\$2,331.67	\$3,434.77	\$0.00	\$65.17	\$11.11	\$22.23	\$35.81
0.68	\$518.75	\$1,035.77	\$1,609.57	\$1,149.38	\$2,297.03	\$3,394.22	\$0.00	\$62.53	\$11.11	\$22.23	\$35.81
0.70	\$510.11	\$1,018.45	\$1,589.29	\$1,140.74	\$2,279.71	\$3,373.94	\$0.00	\$61.21	\$11.11	\$22.23	\$35.81
0.72	\$501.47	\$1,001.12	\$1,569.01	\$1,132.10	\$2,262.38	\$3,353.66	\$0.00	\$59.88	\$11.11	\$22.23	\$35.81
0.76	\$484.20	\$966.48	\$1,528.46	\$1,114.83	\$2,227.74	\$3,313.11	\$0.00	\$57.24	\$11.11	\$22.23	\$35.81
0.80	\$466.93	\$931.83	\$1,487.90	\$1,097.56	\$2,193.09	\$3,272.55	\$0.00	\$54.59	\$11.11	\$22.23	\$35.81
0.84	\$449.66	\$897.19	\$1,447.34	\$1,080.29	\$2,158.45	\$3,231.99	\$0.00	\$51.94	\$11.11	\$22.23	\$35.81
0.88	\$432.39	\$862.54	\$1,406.79	\$1,063.02	\$2,123.80	\$3,191.44	\$0.00	\$49.30	\$11.11	\$22.23	\$35.81
0.90	\$423.75	\$845.22	\$1,386.51	\$1,054.38	\$2,106.48	\$3,171.16	\$0.00	\$47.98	\$11.11	\$22.23	\$35.81
0.92	\$415.11	\$827.90	\$1,366.23	\$1,045.74	\$2,089.16	\$3,150.88	\$0.00	\$46.65	\$11.11	\$22.23	\$35.81
0.96	\$397.84	\$793.25	\$1,325.68	\$1,028.47	\$2,054.51	\$3,110.33	\$0.00	\$44.01	\$11.11	\$22.23	\$35.81
1.00	\$380.57	\$758.61	\$1,285.12	\$1,011.20	\$2,019.87	\$3,069.77	\$0.00	\$41.36	\$11.11	\$22.23	\$35.81

BCCE Local 6192 - IAPP/OTBS Units - TWELVE (12) MONTH EMPLOYEES - 2014

Clerical/Instructional/Paraprofessional

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

Employee Only Employee + 1 Employee + 2/more	KAISER HMO (High Option)			KAISER HMO (Low Option)			HEALTH NET HMO (High Option)			HEALTH NET HMO (Low Option)			Cash In Lieu of Benefits Ten-Month Rate
	\$556.28 \$1,112.55 \$1,574.26			\$539.53 \$1,079.07 \$1,526.88			\$1,144.95 \$2,293.14 \$3,244.79			\$989.89 \$1,979.81 \$2,801.43			60% of \$539.53 = \$323.72
FTE	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more	Paid to Employee per month
Caps	\$880.71	\$880.71	\$1,013.90	\$880.71	\$880.71	\$1,013.90	\$880.71	\$880.71	\$1,013.90	\$880.71	\$880.71	\$1,013.90	
0.0000	\$556.28	\$1,112.55	\$1,574.26	\$539.53	\$1,079.07	\$1,526.88	\$1,144.95	\$2,293.14	\$3,244.79	\$989.89	\$1,979.81	\$2,801.43	\$0.00
0.0333	\$526.95	\$1,083.22	\$1,540.50	\$510.20	\$1,049.74	\$1,493.12	\$1,115.62	\$2,263.81	\$3,211.03	\$960.56	\$1,950.48	\$2,767.67	\$10.78
0.0667	\$497.54	\$1,053.81	\$1,506.63	\$480.79	\$1,020.33	\$1,459.25	\$1,086.21	\$2,234.40	\$3,177.16	\$931.15	\$1,921.07	\$2,733.80	\$21.59
0.1000	\$468.21	\$1,024.48	\$1,472.87	\$451.46	\$991.00	\$1,425.49	\$1,056.88	\$2,205.07	\$3,143.40	\$901.82	\$1,891.74	\$2,700.04	\$32.37
0.1333	\$438.88	\$995.15	\$1,439.11	\$422.13	\$961.67	\$1,391.73	\$1,027.55	\$2,175.74	\$3,109.64	\$872.49	\$1,862.41	\$2,666.28	\$43.15
0.1667	\$409.47	\$965.74	\$1,405.24	\$392.72	\$932.26	\$1,357.86	\$998.14	\$2,146.33	\$3,075.77	\$843.08	\$1,833.00	\$2,632.41	\$53.96
0.2000	\$380.14	\$936.41	\$1,371.48	\$363.39	\$902.93	\$1,324.10	\$968.81	\$2,117.00	\$3,042.01	\$813.75	\$1,803.67	\$2,598.65	\$64.74
0.2333	\$350.81	\$907.08	\$1,337.72	\$334.06	\$873.60	\$1,290.34	\$939.48	\$2,087.67	\$3,008.25	\$784.42	\$1,774.34	\$2,564.89	\$75.52
0.2667	\$321.39	\$877.66	\$1,303.85	\$304.64	\$844.18	\$1,256.47	\$910.06	\$2,058.25	\$2,974.38	\$755.00	\$1,744.92	\$2,531.02	\$86.34
0.3000	\$292.07	\$848.34	\$1,270.09	\$275.32	\$814.86	\$1,222.71	\$880.74	\$2,028.93	\$2,940.62	\$725.68	\$1,715.60	\$2,497.26	\$97.12
0.3333	\$262.74	\$819.01	\$1,236.33	\$245.99	\$785.53	\$1,188.95	\$851.41	\$1,999.60	\$2,906.86	\$696.35	\$1,686.27	\$2,463.50	\$107.90
0.3667	\$233.32	\$789.59	\$1,202.46	\$216.57	\$756.11	\$1,155.08	\$821.99	\$1,970.18	\$2,872.99	\$666.93	\$1,656.85	\$2,429.63	\$118.71
0.4000	\$204.00	\$760.27	\$1,168.70	\$187.25	\$726.79	\$1,121.32	\$792.67	\$1,940.86	\$2,839.23	\$637.61	\$1,627.53	\$2,395.87	\$129.49
0.4333	\$174.67	\$730.94	\$1,134.94	\$157.92	\$697.46	\$1,087.56	\$763.34	\$1,911.53	\$2,805.47	\$608.28	\$1,598.20	\$2,362.11	\$140.27
0.4667	\$145.25	\$701.52	\$1,101.07	\$128.50	\$668.04	\$1,053.69	\$733.92	\$1,882.11	\$2,771.60	\$578.86	\$1,568.78	\$2,328.24	\$151.08
0.5000	\$115.93	\$672.20	\$1,067.31	\$99.18	\$638.72	\$1,019.93	\$704.60	\$1,852.79	\$2,737.84	\$549.54	\$1,539.46	\$2,294.48	\$161.86
0.5333	\$86.60	\$642.87	\$1,033.55	\$69.85	\$609.39	\$986.17	\$675.27	\$1,823.46	\$2,704.08	\$520.21	\$1,510.13	\$2,260.72	\$172.64
0.5667	\$57.18	\$613.45	\$999.68	\$40.43	\$579.97	\$952.30	\$645.85	\$1,794.04	\$2,670.21	\$490.79	\$1,480.71	\$2,226.85	\$183.45
0.6000	\$27.85	\$584.12	\$965.92	\$11.10	\$550.64	\$918.54	\$616.52	\$1,764.71	\$2,636.45	\$461.46	\$1,451.38	\$2,193.09	\$194.23
0.6333	\$0.00	\$554.80	\$932.16	\$0.00	\$521.32	\$884.78	\$587.20	\$1,735.39	\$2,602.69	\$432.14	\$1,422.06	\$2,159.33	\$205.01
0.6667	\$0.00	\$525.38	\$898.29	\$0.00	\$491.90	\$850.91	\$557.78	\$1,705.97	\$2,568.82	\$402.72	\$1,392.64	\$2,125.46	\$215.82
0.7000	\$0.00	\$496.05	\$864.53	\$0.00	\$462.57	\$817.15	\$528.45	\$1,676.64	\$2,535.06	\$373.39	\$1,363.31	\$2,091.70	\$226.60
0.7333	\$0.00	\$231.84	\$560.36	\$0.00	\$198.36	\$512.98	\$264.24	\$1,412.43	\$2,230.89	\$109.18	\$1,099.10	\$1,787.53	\$323.72
0.7667	\$0.00	\$231.84	\$560.36	\$0.00	\$198.36	\$512.98	\$264.24	\$1,412.43	\$2,230.89	\$109.18	\$1,099.10	\$1,787.53	\$323.72
0.8000	\$0.00	\$231.84	\$560.36	\$0.00	\$198.36	\$512.98	\$264.24	\$1,412.43	\$2,230.89	\$109.18	\$1,099.10	\$1,787.53	\$323.72
0.8333	\$0.00	\$231.84	\$560.36	\$0.00	\$198.36	\$512.98	\$264.24	\$1,412.43	\$2,230.89	\$109.18	\$1,099.10	\$1,787.53	\$323.72
0.8667	\$0.00	\$231.84	\$560.36	\$0.00	\$198.36	\$512.98	\$264.24	\$1,412.43	\$2,230.89	\$109.18	\$1,099.10	\$1,787.53	\$323.72
0.9000	\$0.00	\$231.84	\$560.36	\$0.00	\$198.36	\$512.98	\$264.24	\$1,412.43	\$2,230.89	\$109.18	\$1,099.10	\$1,787.53	\$323.72
0.9333	\$0.00	\$231.84	\$560.36	\$0.00	\$198.36	\$512.98	\$264.24	\$1,412.43	\$2,230.89	\$109.18	\$1,099.10	\$1,787.53	\$323.72
0.9667	\$0.00	\$231.84	\$560.36	\$0.00	\$198.36	\$512.98	\$264.24	\$1,412.43	\$2,230.89	\$109.18	\$1,099.10	\$1,787.53	\$323.72
1.0000	\$0.00	\$231.84	\$560.36	\$0.00	\$198.36	\$512.98	\$264.24	\$1,412.43	\$2,230.89	\$109.18	\$1,099.10	\$1,787.53	\$323.72

BCCE Local 6192 - IAPP/OTBS Units - TWELVE (12) MONTH EMPLOYEES - 2014

Clerical/Instructional/Paraprofessional

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

Employee Only Employee + 1 Employee + 2/more	HEALTH NET PPO PLAN			HEALTH NET POS PLAN			DELTA DENTAL		VSP (Vision Plan) (100% Employee Contribution)		
							DeltaCare DHMO	PPO			
FTE	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee Only	Employee +1	Employee + 2/more
Caps	\$880.71	\$880.71	\$1,013.90	\$880.71	\$880.71	\$1,013.90	\$66.15	\$66.15	\$0.00	\$0.00	\$0.00
0.0000	\$812.37	\$1,624.73	\$2,299.02	\$1,443.00	\$2,885.99	\$4,083.67	\$32.21	\$107.51	\$11.11	\$22.23	\$35.81
0.0333	\$783.04	\$1,595.40	\$2,265.26	\$1,413.67	\$2,856.66	\$4,049.91	\$30.01	\$105.31	\$11.11	\$22.23	\$35.81
0.0667	\$753.63	\$1,565.99	\$2,231.39	\$1,384.26	\$2,827.25	\$4,016.04	\$27.80	\$103.10	\$11.11	\$22.23	\$35.81
0.1000	\$724.30	\$1,536.66	\$2,197.63	\$1,354.93	\$2,797.92	\$3,982.28	\$25.60	\$100.90	\$11.11	\$22.23	\$35.81
0.1333	\$694.97	\$1,507.33	\$2,163.87	\$1,325.60	\$2,768.59	\$3,948.52	\$23.39	\$98.69	\$11.11	\$22.23	\$35.81
0.1667	\$665.56	\$1,477.92	\$2,130.00	\$1,296.19	\$2,739.18	\$3,914.65	\$21.18	\$96.48	\$11.11	\$22.23	\$35.81
0.2000	\$636.23	\$1,448.59	\$2,096.24	\$1,266.86	\$2,709.85	\$3,880.89	\$18.98	\$94.28	\$11.11	\$22.23	\$35.81
0.2333	\$606.90	\$1,419.26	\$2,062.48	\$1,237.53	\$2,680.52	\$3,847.13	\$16.78	\$92.08	\$11.11	\$22.23	\$35.81
0.2667	\$577.48	\$1,389.84	\$2,028.61	\$1,208.11	\$2,651.10	\$3,813.26	\$14.57	\$89.87	\$11.11	\$22.23	\$35.81
0.3000	\$548.16	\$1,360.52	\$1,994.85	\$1,178.79	\$2,621.78	\$3,779.50	\$12.37	\$87.67	\$11.11	\$22.23	\$35.81
0.3333	\$518.83	\$1,331.19	\$1,961.09	\$1,149.46	\$2,592.45	\$3,745.74	\$10.16	\$85.46	\$11.11	\$22.23	\$35.81
0.3667	\$489.41	\$1,301.77	\$1,927.22	\$1,120.04	\$2,563.03	\$3,711.87	\$7.95	\$83.25	\$11.11	\$22.23	\$35.81
0.4000	\$460.09	\$1,272.45	\$1,893.46	\$1,090.72	\$2,533.71	\$3,678.11	\$5.75	\$81.05	\$11.11	\$22.23	\$35.81
0.4333	\$430.76	\$1,243.12	\$1,859.70	\$1,061.39	\$2,504.38	\$3,644.35	\$3.55	\$78.85	\$11.11	\$22.23	\$35.81
0.4667	\$401.34	\$1,213.70	\$1,825.83	\$1,031.97	\$2,474.96	\$3,610.48	\$1.34	\$76.64	\$11.11	\$22.23	\$35.81
0.5000	\$372.02	\$1,184.38	\$1,792.07	\$1,002.65	\$2,445.64	\$3,576.72	\$0.00	\$74.44	\$11.11	\$22.23	\$35.81
0.5333	\$342.69	\$1,155.05	\$1,758.31	\$973.32	\$2,416.31	\$3,542.96	\$0.00	\$72.23	\$11.11	\$22.23	\$35.81
0.5667	\$313.27	\$1,125.63	\$1,724.44	\$943.90	\$2,386.89	\$3,509.09	\$0.00	\$70.02	\$11.11	\$22.23	\$35.81
0.6000	\$283.94	\$1,096.30	\$1,690.68	\$914.57	\$2,357.56	\$3,475.33	\$0.00	\$67.82	\$11.11	\$22.23	\$35.81
0.6333	\$254.62	\$1,066.98	\$1,656.92	\$885.25	\$2,328.24	\$3,441.57	\$0.00	\$65.62	\$11.11	\$22.23	\$35.81
0.6667	\$225.20	\$1,037.56	\$1,623.05	\$855.83	\$2,298.82	\$3,407.70	\$0.00	\$63.41	\$11.11	\$22.23	\$35.81
0.7000	\$195.87	\$1,008.23	\$1,589.29	\$826.50	\$2,269.49	\$3,373.94	\$0.00	\$61.21	\$11.11	\$22.23	\$35.81
0.7333	\$0.00	\$744.02	\$1,285.12	\$562.29	\$2,005.28	\$3,069.77	\$0.00	\$41.36	\$11.11	\$22.23	\$35.81
0.7667	\$0.00	\$744.02	\$1,285.12	\$562.29	\$2,005.28	\$3,069.77	\$0.00	\$41.36	\$11.11	\$22.23	\$35.81
0.8000	\$0.00	\$744.02	\$1,285.12	\$562.29	\$2,005.28	\$3,069.77	\$0.00	\$41.36	\$11.11	\$22.23	\$35.81
0.8333	\$0.00	\$744.02	\$1,285.12	\$562.29	\$2,005.28	\$3,069.77	\$0.00	\$41.36	\$11.11	\$22.23	\$35.81
0.8667	\$0.00	\$744.02	\$1,285.12	\$562.29	\$2,005.28	\$3,069.77	\$0.00	\$41.36	\$11.11	\$22.23	\$35.81
0.9000	\$0.00	\$744.02	\$1,285.12	\$562.29	\$2,005.28	\$3,069.77	\$0.00	\$41.36	\$11.11	\$22.23	\$35.81
0.9333	\$0.00	\$744.02	\$1,285.12	\$562.29	\$2,005.28	\$3,069.77	\$0.00	\$41.36	\$11.11	\$22.23	\$35.81
0.9667	\$0.00	\$744.02	\$1,285.12	\$562.29	\$2,005.28	\$3,069.77	\$0.00	\$41.36	\$11.11	\$22.23	\$35.81
1.0000	\$0.00	\$744.02	\$1,285.12	\$562.29	\$2,005.28	\$3,069.77	\$0.00	\$41.36	\$11.11	\$22.23	\$35.81

BCCE Local 6192 - IAPP/OTBS Units - TEN (10) MONTH EMPLOYEES - 2014

the amounts below are deducted from September through June end of month payrolls

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

	KAISER HMO (High Option) 10-Month Rates			KAISER HMO (Low Option) 10-Month Rates			HEALTH NET HMO (High Option) 10-Month Rates			HEALTH NET HMO (Low Option) 10-Month Rates			Cash In Lieu of Benefits (paid 10 months)
	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more	
Employee Only	\$667.54			\$647.44			\$1,373.94			\$1,187.87			60% of \$647.44 = \$388.46
Employee + 1	\$1,335.06			\$1,294.88			\$2,751.77			\$2,375.77			
Employee + 2/more	\$1,889.11			\$1,832.26			\$3,893.75			\$3,361.72			
FTE	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more	Paid to Employee per month
Caps	\$1,056.85	\$1,056.85	\$1,216.68	\$1,056.85	\$1,056.85	\$1,216.68	\$1,056.85	\$1,056.85	\$1,216.68	\$1,056.85	\$1,056.85	\$1,216.68	
0.0000	\$667.54	\$1,335.06	\$1,889.11	\$647.44	\$1,294.88	\$1,832.26	\$1,373.94	\$2,751.77	\$3,893.75	\$1,187.87	\$2,375.77	\$3,361.72	\$0.00
0.0333	\$632.34	\$1,299.87	\$1,848.60	\$612.24	\$1,259.69	\$1,791.74	\$1,338.75	\$2,716.57	\$3,853.23	\$1,152.67	\$2,340.58	\$3,321.20	\$12.94
0.0667	\$597.04	\$1,264.57	\$1,807.96	\$576.94	\$1,224.39	\$1,751.10	\$1,303.45	\$2,681.28	\$3,812.60	\$1,117.38	\$2,305.28	\$3,280.56	\$25.91
0.1000	\$561.85	\$1,229.38	\$1,767.44	\$541.75	\$1,189.20	\$1,710.59	\$1,268.26	\$2,646.08	\$3,772.08	\$1,082.18	\$2,270.09	\$3,240.05	\$38.85
0.1333	\$526.66	\$1,194.18	\$1,726.93	\$506.56	\$1,154.01	\$1,670.07	\$1,233.06	\$2,610.89	\$3,731.56	\$1,046.99	\$2,234.89	\$3,199.53	\$51.78
0.1667	\$491.36	\$1,158.88	\$1,686.29	\$471.26	\$1,118.71	\$1,629.44	\$1,197.76	\$2,575.59	\$3,690.93	\$1,011.69	\$2,199.60	\$3,158.90	\$64.76
0.2000	\$456.17	\$1,123.69	\$1,645.78	\$436.07	\$1,083.51	\$1,588.92	\$1,162.57	\$2,540.40	\$3,650.41	\$976.50	\$2,164.40	\$3,118.38	\$77.69
0.2333	\$420.97	\$1,088.50	\$1,605.26	\$400.87	\$1,048.32	\$1,548.40	\$1,127.38	\$2,505.20	\$3,609.90	\$941.30	\$2,129.21	\$3,077.86	\$90.63
0.2667	\$385.67	\$1,053.20	\$1,564.62	\$365.57	\$1,013.02	\$1,507.77	\$1,092.08	\$2,469.91	\$3,569.26	\$906.01	\$2,093.91	\$3,037.23	\$103.60
0.3000	\$350.48	\$1,018.01	\$1,524.11	\$330.38	\$977.83	\$1,467.25	\$1,056.89	\$2,434.71	\$3,528.74	\$870.81	\$2,058.72	\$2,996.71	\$116.54
0.3333	\$315.29	\$982.81	\$1,483.59	\$295.19	\$942.64	\$1,426.74	\$1,021.69	\$2,399.52	\$3,488.23	\$835.62	\$2,023.52	\$2,956.20	\$129.47
0.3667	\$279.99	\$947.51	\$1,442.96	\$259.89	\$907.34	\$1,386.10	\$986.39	\$2,364.22	\$3,447.59	\$800.32	\$1,988.23	\$2,915.56	\$142.45
0.4000	\$244.80	\$912.32	\$1,402.44	\$224.70	\$872.14	\$1,345.58	\$951.20	\$2,329.03	\$3,407.08	\$765.13	\$1,953.03	\$2,875.04	\$155.38
0.4333	\$209.60	\$877.13	\$1,361.92	\$189.50	\$836.95	\$1,305.07	\$916.01	\$2,293.83	\$3,366.56	\$729.93	\$1,917.84	\$2,834.53	\$168.32
0.4667	\$174.30	\$841.83	\$1,321.29	\$154.20	\$801.65	\$1,264.43	\$880.71	\$2,258.54	\$3,325.92	\$694.64	\$1,882.54	\$2,793.89	\$181.30
0.5000	\$139.11	\$806.64	\$1,280.77	\$119.01	\$766.46	\$1,223.92	\$845.52	\$2,223.34	\$3,285.41	\$659.44	\$1,847.35	\$2,753.38	\$194.23
0.5333	\$103.92	\$771.44	\$1,240.26	\$83.82	\$731.27	\$1,183.40	\$810.32	\$2,188.15	\$3,244.89	\$624.25	\$1,812.15	\$2,712.86	\$207.17
0.5667	\$68.62	\$736.14	\$1,199.62	\$48.52	\$695.97	\$1,142.76	\$775.02	\$2,152.85	\$3,204.26	\$588.95	\$1,776.86	\$2,672.22	\$220.14
0.6000	\$33.43	\$700.95	\$1,159.10	\$13.33	\$660.77	\$1,102.25	\$739.83	\$2,117.66	\$3,163.74	\$553.76	\$1,741.66	\$2,631.71	\$233.08
0.6333	\$0.00	\$665.76	\$1,118.59	\$0.00	\$625.58	\$1,061.73	\$704.64	\$2,082.46	\$3,123.22	\$518.56	\$1,706.47	\$2,591.19	\$246.01
0.6667	\$0.00	\$630.46	\$1,077.95	\$0.00	\$590.28	\$1,021.10	\$669.34	\$2,047.17	\$3,082.59	\$483.27	\$1,671.17	\$2,550.56	\$258.99
0.7000	\$0.00	\$595.27	\$1,037.44	\$0.00	\$555.09	\$980.58	\$634.15	\$2,011.97	\$3,042.07	\$448.07	\$1,635.98	\$2,510.04	\$271.92
0.7333	\$0.00	\$278.21	\$672.43	\$0.00	\$238.03	\$615.58	\$317.09	\$1,694.92	\$2,677.07	\$131.02	\$1,318.92	\$2,145.04	\$388.46
0.7667	\$0.00	\$278.21	\$672.43	\$0.00	\$238.03	\$615.58	\$317.09	\$1,694.92	\$2,677.07	\$131.02	\$1,318.92	\$2,145.04	\$388.46
0.8000	\$0.00	\$278.21	\$672.43	\$0.00	\$238.03	\$615.58	\$317.09	\$1,694.92	\$2,677.07	\$131.02	\$1,318.92	\$2,145.04	\$388.46
0.8333	\$0.00	\$278.21	\$672.43	\$0.00	\$238.03	\$615.58	\$317.09	\$1,694.92	\$2,677.07	\$131.02	\$1,318.92	\$2,145.04	\$388.46
0.8667	\$0.00	\$278.21	\$672.43	\$0.00	\$238.03	\$615.58	\$317.09	\$1,694.92	\$2,677.07	\$131.02	\$1,318.92	\$2,145.04	\$388.46
0.9000	\$0.00	\$278.21	\$672.43	\$0.00	\$238.03	\$615.58	\$317.09	\$1,694.92	\$2,677.07	\$131.02	\$1,318.92	\$2,145.04	\$388.46
0.9333	\$0.00	\$278.21	\$672.43	\$0.00	\$238.03	\$615.58	\$317.09	\$1,694.92	\$2,677.07	\$131.02	\$1,318.92	\$2,145.04	\$388.46
0.9667	\$0.00	\$278.21	\$672.43	\$0.00	\$238.03	\$615.58	\$317.09	\$1,694.92	\$2,677.07	\$131.02	\$1,318.92	\$2,145.04	\$388.46
1.0000	\$0.00	\$278.21	\$672.43	\$0.00	\$238.03	\$615.58	\$317.09	\$1,694.92	\$2,677.07	\$131.02	\$1,318.92	\$2,145.04	\$388.46

BCCE Local 6192 - IAPP/OTBS Units - TEN (10) MONTH EMPLOYEES - 2014

the amounts below are deducted from September through June end of month payrolls

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

	HEALTH NET PPO PLAN 10-Month Rates			HEALTH NET POS PLAN 10-Month Rates			DELTA DENTAL 10-Month Rates		VSP (Vision Plan) 10-Month Rates (100% Employee Contribution)		
							DeltaCare DHMO	PPO			
	Employee Only	Employee + 1	Employee + 2/more	Employee Only	Employee + 1	Employee + 2/more	Employee Only	Employee + 1	Employee Only	Employee + 1	Employee + 2/more
	\$974.84	\$1,949.68	\$2,758.82	\$1,731.60	\$3,463.19	\$4,900.40	\$38.65	\$129.01	\$13.33	\$26.68	\$42.97
Employee Only	\$974.84	\$1,949.68	\$2,758.82	\$1,731.60	\$3,463.19	\$4,900.40	\$38.65	\$129.01	\$13.33	\$26.68	\$42.97
Employee + 1	\$974.84	\$1,949.68	\$2,758.82	\$1,731.60	\$3,463.19	\$4,900.40	\$38.65	\$129.01	\$13.33	\$26.68	\$42.97
Employee + 2/more	\$974.84	\$1,949.68	\$2,758.82	\$1,731.60	\$3,463.19	\$4,900.40	\$38.65	\$129.01	\$13.33	\$26.68	\$42.97
FTE	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee Only	Employee +1	Employee + 2/more
Caps	\$1,056.85	\$1,056.85	\$1,216.68	\$1,056.85	\$1,056.85	\$1,216.68	\$79.38	\$79.38	\$0.00	\$0.00	\$0.00
0.0000	\$974.84	\$1,949.68	\$2,758.82	\$1,731.60	\$3,463.19	\$4,900.40	\$38.65	\$129.01	\$13.33	\$26.68	\$42.97
0.0333	\$939.65	\$1,914.48	\$2,718.31	\$1,696.41	\$3,427.99	\$4,859.89	\$36.01	\$126.37	\$13.33	\$26.68	\$42.97
0.0667	\$904.35	\$1,879.18	\$2,677.67	\$1,661.11	\$3,392.70	\$4,819.25	\$33.36	\$123.72	\$13.33	\$26.68	\$42.97
0.1000	\$869.16	\$1,843.99	\$2,637.16	\$1,625.92	\$3,357.50	\$4,778.74	\$30.72	\$121.07	\$13.33	\$26.68	\$42.97
0.1333	\$833.97	\$1,808.80	\$2,596.64	\$1,590.72	\$3,322.31	\$4,738.22	\$28.07	\$118.43	\$13.33	\$26.68	\$42.97
0.1667	\$798.67	\$1,773.50	\$2,556.00	\$1,555.42	\$3,287.01	\$4,697.58	\$25.42	\$115.78	\$13.33	\$26.68	\$42.97
0.2000	\$763.47	\$1,738.31	\$2,515.49	\$1,520.23	\$3,251.82	\$4,657.07	\$22.78	\$113.14	\$13.33	\$26.68	\$42.97
0.2333	\$728.28	\$1,703.11	\$2,474.97	\$1,485.04	\$3,216.62	\$4,616.55	\$20.14	\$110.49	\$13.33	\$26.68	\$42.97
0.2667	\$692.98	\$1,667.81	\$2,434.34	\$1,449.74	\$3,181.33	\$4,575.92	\$17.48	\$107.84	\$13.33	\$26.68	\$42.97
0.3000	\$657.79	\$1,632.62	\$2,393.82	\$1,414.55	\$3,146.13	\$4,535.40	\$14.84	\$105.20	\$13.33	\$26.68	\$42.97
0.3333	\$622.60	\$1,597.43	\$2,353.30	\$1,379.35	\$3,110.94	\$4,494.88	\$12.19	\$102.55	\$13.33	\$26.68	\$42.97
0.3667	\$587.30	\$1,562.13	\$2,312.67	\$1,344.05	\$3,075.64	\$4,454.25	\$9.54	\$99.90	\$13.33	\$26.68	\$42.97
0.4000	\$552.10	\$1,526.94	\$2,272.15	\$1,308.86	\$3,040.45	\$4,413.73	\$6.90	\$97.26	\$13.33	\$26.68	\$42.97
0.4333	\$516.91	\$1,491.74	\$2,231.64	\$1,273.67	\$3,005.25	\$4,373.22	\$4.26	\$94.62	\$13.33	\$26.68	\$42.97
0.4667	\$481.61	\$1,456.44	\$2,191.00	\$1,238.37	\$2,969.96	\$4,332.58	\$1.61	\$91.97	\$13.33	\$26.68	\$42.97
0.5000	\$446.42	\$1,421.25	\$2,150.48	\$1,203.18	\$2,934.76	\$4,292.06	\$0.00	\$89.32	\$13.33	\$26.68	\$42.97
0.5333	\$411.23	\$1,386.06	\$2,109.97	\$1,167.98	\$2,899.57	\$4,251.55	\$0.00	\$86.68	\$13.33	\$26.68	\$42.97
0.5667	\$375.93	\$1,350.76	\$2,069.33	\$1,132.68	\$2,864.27	\$4,210.91	\$0.00	\$84.03	\$13.33	\$26.68	\$42.97
0.6000	\$340.73	\$1,315.57	\$2,028.82	\$1,097.49	\$2,829.08	\$4,170.40	\$0.00	\$81.38	\$13.33	\$26.68	\$42.97
0.6333	\$305.54	\$1,280.37	\$1,988.30	\$1,062.30	\$2,793.88	\$4,129.88	\$0.00	\$78.74	\$13.33	\$26.68	\$42.97
0.6667	\$270.24	\$1,245.07	\$1,947.66	\$1,027.00	\$2,758.59	\$4,089.24	\$0.00	\$76.09	\$13.33	\$26.68	\$42.97
0.7000	\$235.05	\$1,209.88	\$1,907.15	\$991.81	\$2,723.39	\$4,048.73	\$0.00	\$73.45	\$13.33	\$26.68	\$42.97
0.7333	\$0.00	\$892.83	\$1,542.14	\$674.75	\$2,406.34	\$3,683.72	\$0.00	\$49.63	\$13.33	\$26.68	\$42.97
0.7667	\$0.00	\$892.83	\$1,542.14	\$674.75	\$2,406.34	\$3,683.72	\$0.00	\$49.63	\$13.33	\$26.68	\$42.97
0.8000	\$0.00	\$892.83	\$1,542.14	\$674.75	\$2,406.34	\$3,683.72	\$0.00	\$49.63	\$13.33	\$26.68	\$42.97
0.8333	\$0.00	\$892.83	\$1,542.14	\$674.75	\$2,406.34	\$3,683.72	\$0.00	\$49.63	\$13.33	\$26.68	\$42.97
0.8667	\$0.00	\$892.83	\$1,542.14	\$674.75	\$2,406.34	\$3,683.72	\$0.00	\$49.63	\$13.33	\$26.68	\$42.97
0.9000	\$0.00	\$892.83	\$1,542.14	\$674.75	\$2,406.34	\$3,683.72	\$0.00	\$49.63	\$13.33	\$26.68	\$42.97
0.9333	\$0.00	\$892.83	\$1,542.14	\$674.75	\$2,406.34	\$3,683.72	\$0.00	\$49.63	\$13.33	\$26.68	\$42.97
0.9667	\$0.00	\$892.83	\$1,542.14	\$674.75	\$2,406.34	\$3,683.72	\$0.00	\$49.63	\$13.33	\$26.68	\$42.97
1.0000	\$0.00	\$892.83	\$1,542.14	\$674.75	\$2,406.34	\$3,683.72	\$0.00	\$49.63	\$13.33	\$26.68	\$42.97

BCCE Local 6192 - OSS UNIT - Twelve (12) Month Employees - 2014

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

Employee Only Employee + 1 Employee + 2/more	KAISER HMO (High Option)			KAISER HMO (Low Option)			HEALTH NET HMO (High Option)			HEALTH NET HMO (Low Option)			Cash In Lieu of Benefits Ten-Month Rate
	\$556.28 \$1,112.55 \$1,574.26			\$539.53 \$1,079.07 \$1,526.88			\$1,144.95 \$2,293.14 \$3,244.79			\$989.89 \$1,979.81 \$2,801.43			80% of \$539.53 = \$431.62
FTE	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more	Paid to Employee per month
Caps	\$830.86	\$830.86	\$1,013.90	\$830.86	\$830.86	\$1,013.90	\$830.86	\$830.86	\$1,013.90	\$830.86	\$830.86	\$1,013.90	
0.0000	\$556.28	\$1,112.55	\$1,574.26	\$539.53	\$1,079.07	\$1,526.88	\$1,144.95	\$2,293.14	\$3,244.79	\$989.89	\$1,979.81	\$2,801.43	\$0.00
0.0333	\$528.61	\$1,084.88	\$1,540.50	\$511.86	\$1,051.40	\$1,493.12	\$1,117.28	\$2,265.47	\$3,211.03	\$962.22	\$1,952.14	\$2,767.67	\$14.37
0.0667	\$500.86	\$1,057.13	\$1,506.63	\$484.11	\$1,023.65	\$1,459.25	\$1,089.53	\$2,237.72	\$3,177.16	\$934.47	\$1,924.39	\$2,733.80	\$28.79
0.1000	\$473.19	\$1,029.46	\$1,472.87	\$456.44	\$995.98	\$1,425.49	\$1,061.86	\$2,210.05	\$3,143.40	\$906.80	\$1,896.72	\$2,700.04	\$43.16
0.1333	\$445.53	\$1,001.80	\$1,439.11	\$428.78	\$968.32	\$1,391.73	\$1,034.20	\$2,182.39	\$3,109.64	\$879.14	\$1,869.06	\$2,666.28	\$57.54
0.1667	\$417.78	\$974.05	\$1,405.24	\$401.03	\$940.57	\$1,357.86	\$1,006.45	\$2,154.64	\$3,075.77	\$851.39	\$1,841.31	\$2,632.41	\$71.95
0.2000	\$390.11	\$946.38	\$1,371.48	\$373.36	\$912.90	\$1,324.10	\$978.78	\$2,126.97	\$3,042.01	\$823.72	\$1,813.64	\$2,598.65	\$86.32
0.2333	\$362.44	\$918.71	\$1,337.72	\$345.69	\$885.23	\$1,290.34	\$951.11	\$2,099.30	\$3,008.25	\$796.05	\$1,785.97	\$2,564.89	\$100.70
0.2667	\$334.69	\$890.96	\$1,303.85	\$317.94	\$857.48	\$1,256.47	\$923.36	\$2,071.55	\$2,974.38	\$768.30	\$1,758.22	\$2,531.02	\$115.11
0.3000	\$307.02	\$863.29	\$1,270.09	\$290.27	\$829.81	\$1,222.71	\$895.69	\$2,043.88	\$2,940.62	\$740.63	\$1,730.55	\$2,497.26	\$129.49
0.3333	\$279.35	\$835.62	\$1,236.33	\$262.60	\$802.14	\$1,188.95	\$868.02	\$2,016.21	\$2,906.86	\$712.96	\$1,702.88	\$2,463.50	\$143.86
0.3667	\$251.60	\$807.87	\$1,202.46	\$234.85	\$774.39	\$1,155.08	\$840.27	\$1,988.46	\$2,872.99	\$685.21	\$1,675.13	\$2,429.63	\$158.28
0.4000	\$223.94	\$780.21	\$1,168.70	\$207.19	\$746.73	\$1,121.32	\$812.61	\$1,960.80	\$2,839.23	\$657.55	\$1,647.47	\$2,395.87	\$172.65
0.4333	\$196.27	\$752.54	\$1,134.94	\$179.52	\$719.06	\$1,087.56	\$784.94	\$1,933.13	\$2,805.47	\$629.88	\$1,619.80	\$2,362.11	\$187.02
0.4667	\$168.52	\$724.79	\$1,101.07	\$151.77	\$691.31	\$1,053.69	\$757.19	\$1,905.38	\$2,771.60	\$602.13	\$1,592.05	\$2,328.24	\$201.44
0.5000	\$140.85	\$697.12	\$1,067.31	\$124.10	\$663.64	\$1,019.93	\$729.52	\$1,877.71	\$2,737.84	\$574.46	\$1,564.38	\$2,294.48	\$215.81
0.5333	\$113.18	\$669.45	\$1,033.55	\$96.43	\$635.97	\$986.17	\$701.85	\$1,850.04	\$2,704.08	\$546.79	\$1,536.71	\$2,260.72	\$230.19
0.5667	\$85.43	\$641.70	\$999.68	\$68.68	\$608.22	\$952.30	\$674.10	\$1,822.29	\$2,670.21	\$519.04	\$1,508.96	\$2,226.85	\$244.60
0.6000	\$57.76	\$614.03	\$965.92	\$41.01	\$580.55	\$918.54	\$646.43	\$1,794.62	\$2,636.45	\$491.37	\$1,481.29	\$2,193.09	\$258.97
0.6333	\$30.10	\$586.37	\$932.16	\$13.35	\$552.89	\$884.78	\$618.77	\$1,766.96	\$2,602.69	\$463.71	\$1,453.63	\$2,159.33	\$273.35
0.6667	\$2.35	\$558.62	\$898.29	\$0.00	\$525.14	\$850.91	\$591.02	\$1,739.21	\$2,568.82	\$435.96	\$1,425.88	\$2,125.46	\$287.76
0.7000	\$0.00	\$530.95	\$864.53	\$0.00	\$497.47	\$817.15	\$563.35	\$1,711.54	\$2,535.06	\$408.29	\$1,398.21	\$2,091.70	\$302.14
0.7333	\$0.00	\$281.69	\$560.36	\$0.00	\$248.21	\$512.98	\$314.09	\$1,462.28	\$2,230.89	\$159.03	\$1,148.95	\$1,787.53	\$431.62
0.7667	\$0.00	\$281.69	\$560.36	\$0.00	\$248.21	\$512.98	\$314.09	\$1,462.28	\$2,230.89	\$159.03	\$1,148.95	\$1,787.53	\$431.62
0.8000	\$0.00	\$281.69	\$560.36	\$0.00	\$248.21	\$512.98	\$314.09	\$1,462.28	\$2,230.89	\$159.03	\$1,148.95	\$1,787.53	\$431.62
0.8333	\$0.00	\$281.69	\$560.36	\$0.00	\$248.21	\$512.98	\$314.09	\$1,462.28	\$2,230.89	\$159.03	\$1,148.95	\$1,787.53	\$431.62
0.8667	\$0.00	\$281.69	\$560.36	\$0.00	\$248.21	\$512.98	\$314.09	\$1,462.28	\$2,230.89	\$159.03	\$1,148.95	\$1,787.53	\$431.62
0.9000	\$0.00	\$281.69	\$560.36	\$0.00	\$248.21	\$512.98	\$314.09	\$1,462.28	\$2,230.89	\$159.03	\$1,148.95	\$1,787.53	\$431.62
0.9333	\$0.00	\$281.69	\$560.36	\$0.00	\$248.21	\$512.98	\$314.09	\$1,462.28	\$2,230.89	\$159.03	\$1,148.95	\$1,787.53	\$431.62
0.9667	\$0.00	\$281.69	\$560.36	\$0.00	\$248.21	\$512.98	\$314.09	\$1,462.28	\$2,230.89	\$159.03	\$1,148.95	\$1,787.53	\$431.62
1.0000	\$0.00	\$281.69	\$560.36	\$0.00	\$248.21	\$512.98	\$314.09	\$1,462.28	\$2,230.89	\$159.03	\$1,148.95	\$1,787.53	\$431.62

BCCE Local 6192 - OSS UNIT - Twelve (12) Month Employees - 2014

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

Employee Only Employee + 1 Employee + 2/more	HEALTH NET PPO PLAN			HEALTH NET POS PLAN			DELTA DENTAL		VSP (Vision Plan) (100% Employee Contribution)		
							DeltaCare DHMO	PPO			
FTE	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee Only	Employee +1	Employee + 2/more
Caps	\$830.86	\$830.86	\$1,013.90	\$830.86	\$830.86	\$1,013.90	\$54.46	\$66.15	\$0.00	\$0.00	\$0.00
0.0000	\$812.37	\$1,624.73	\$2,299.02	\$1,443.00	\$2,885.99	\$4,083.67	\$32.21	\$107.51	\$11.11	\$22.23	\$35.81
0.0333	\$784.70	\$1,597.06	\$2,265.26	\$1,415.33	\$2,858.32	\$4,049.91	\$30.40	\$105.31	\$11.11	\$22.23	\$35.81
0.0667	\$756.95	\$1,569.31	\$2,231.39	\$1,387.58	\$2,830.57	\$4,016.04	\$28.58	\$103.10	\$11.11	\$22.23	\$35.81
0.1000	\$729.28	\$1,541.64	\$2,197.63	\$1,359.91	\$2,802.90	\$3,982.28	\$26.76	\$100.90	\$11.11	\$22.23	\$35.81
0.1333	\$701.62	\$1,513.98	\$2,163.87	\$1,332.25	\$2,775.24	\$3,948.52	\$24.95	\$98.69	\$11.11	\$22.23	\$35.81
0.1667	\$673.87	\$1,486.23	\$2,130.00	\$1,304.50	\$2,747.49	\$3,914.65	\$23.13	\$96.48	\$11.11	\$22.23	\$35.81
0.2000	\$646.20	\$1,458.56	\$2,096.24	\$1,276.83	\$2,719.82	\$3,880.89	\$21.32	\$94.28	\$11.11	\$22.23	\$35.81
0.2333	\$618.53	\$1,430.89	\$2,062.48	\$1,249.16	\$2,692.15	\$3,847.13	\$19.50	\$92.08	\$11.11	\$22.23	\$35.81
0.2667	\$590.78	\$1,403.14	\$2,028.61	\$1,221.41	\$2,664.40	\$3,813.26	\$17.69	\$89.87	\$11.11	\$22.23	\$35.81
0.3000	\$563.11	\$1,375.47	\$1,994.85	\$1,193.74	\$2,636.73	\$3,779.50	\$15.87	\$87.67	\$11.11	\$22.23	\$35.81
0.3333	\$535.44	\$1,347.80	\$1,961.09	\$1,166.07	\$2,609.06	\$3,745.74	\$14.06	\$85.46	\$11.11	\$22.23	\$35.81
0.3667	\$507.69	\$1,320.05	\$1,927.22	\$1,138.32	\$2,581.31	\$3,711.87	\$12.24	\$83.25	\$11.11	\$22.23	\$35.81
0.4000	\$480.03	\$1,292.39	\$1,893.46	\$1,110.66	\$2,553.65	\$3,678.11	\$10.43	\$81.05	\$11.11	\$22.23	\$35.81
0.4333	\$452.36	\$1,264.72	\$1,859.70	\$1,082.99	\$2,525.98	\$3,644.35	\$8.61	\$78.85	\$11.11	\$22.23	\$35.81
0.4667	\$424.61	\$1,236.97	\$1,825.83	\$1,055.24	\$2,498.23	\$3,610.48	\$6.79	\$76.64	\$11.11	\$22.23	\$35.81
0.5000	\$396.94	\$1,209.30	\$1,792.07	\$1,027.57	\$2,470.56	\$3,576.72	\$4.98	\$74.44	\$11.11	\$22.23	\$35.81
0.5333	\$369.27	\$1,181.63	\$1,758.31	\$999.90	\$2,442.89	\$3,542.96	\$3.17	\$72.23	\$11.11	\$22.23	\$35.81
0.5667	\$341.52	\$1,153.88	\$1,724.44	\$972.15	\$2,415.14	\$3,509.09	\$1.35	\$70.02	\$11.11	\$22.23	\$35.81
0.6000	\$313.85	\$1,126.21	\$1,690.68	\$944.48	\$2,387.47	\$3,475.33	\$0.00	\$67.82	\$11.11	\$22.23	\$35.81
0.6333	\$286.19	\$1,098.55	\$1,656.92	\$916.82	\$2,359.81	\$3,441.57	\$0.00	\$65.62	\$11.11	\$22.23	\$35.81
0.6667	\$258.44	\$1,070.80	\$1,623.05	\$889.07	\$2,332.06	\$3,407.70	\$0.00	\$63.41	\$11.11	\$22.23	\$35.81
0.7000	\$230.77	\$1,043.13	\$1,589.29	\$861.40	\$2,304.39	\$3,373.94	\$0.00	\$61.21	\$11.11	\$22.23	\$35.81
0.7333	\$0.00	\$793.87	\$1,285.12	\$612.14	\$2,055.13	\$3,069.77	\$0.00	\$41.36	\$11.11	\$22.23	\$35.81
0.7667	\$0.00	\$793.87	\$1,285.12	\$612.14	\$2,055.13	\$3,069.77	\$0.00	\$41.36	\$11.11	\$22.23	\$35.81
0.8000	\$0.00	\$793.87	\$1,285.12	\$612.14	\$2,055.13	\$3,069.77	\$0.00	\$41.36	\$11.11	\$22.23	\$35.81
0.8333	\$0.00	\$793.87	\$1,285.12	\$612.14	\$2,055.13	\$3,069.77	\$0.00	\$41.36	\$11.11	\$22.23	\$35.81
0.8667	\$0.00	\$793.87	\$1,285.12	\$612.14	\$2,055.13	\$3,069.77	\$0.00	\$41.36	\$11.11	\$22.23	\$35.81
0.9000	\$0.00	\$793.87	\$1,285.12	\$612.14	\$2,055.13	\$3,069.77	\$0.00	\$41.36	\$11.11	\$22.23	\$35.81
0.9333	\$0.00	\$793.87	\$1,285.12	\$612.14	\$2,055.13	\$3,069.77	\$0.00	\$41.36	\$11.11	\$22.23	\$35.81
0.9667	\$0.00	\$793.87	\$1,285.12	\$612.14	\$2,055.13	\$3,069.77	\$0.00	\$41.36	\$11.11	\$22.23	\$35.81
1.0000	\$0.00	\$793.87	\$1,285.12	\$612.14	\$2,055.13	\$3,069.77	\$0.00	\$41.36	\$11.11	\$22.23	\$35.81

BCCE Local 6192 - OSS UNIT - Ten (10) Month Employees - 2014

the amounts below are deducted from September through June end of month payrolls

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

Employee Only Employee + 1 Employee + 2/more	KAISER HMO (High Option) 10-Month Rates			KAISER HMO (Low Option) 10-Month Rates			HEALTH NET HMO (High Option) 10-Month Rates			HEALTH NET HMO (Low Option) 10-Month Rates			Cash In Lieu of Benefits Ten-Month Rate
	\$667.54	\$1,335.06	\$1,889.11	\$647.44	\$1,294.88	\$1,832.26	\$1,373.94	\$2,751.77	\$3,893.75	\$1,187.87	\$2,375.77	\$3,361.72	80% of \$647.44 = \$517.95
FTE	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more	Paid to Employee per month
Caps	\$997.03	\$997.03	\$1,216.68	\$997.03	\$997.03	\$1,216.68	\$997.03	\$997.03	\$1,216.68	\$997.03	\$997.03	\$1,216.68	
0.0000	\$667.54	\$1,335.06	\$1,889.11	\$647.44	\$1,294.88	\$1,832.26	\$1,373.94	\$2,751.77	\$3,893.75	\$1,187.87	\$2,375.77	\$3,361.72	\$0.00
0.0333	\$634.33	\$1,301.86	\$1,848.60	\$614.23	\$1,261.68	\$1,791.74	\$1,340.74	\$2,718.57	\$3,853.23	\$1,154.67	\$2,342.57	\$3,321.20	\$17.25
0.0667	\$601.03	\$1,268.56	\$1,807.96	\$580.93	\$1,228.38	\$1,751.10	\$1,307.44	\$2,685.27	\$3,812.60	\$1,121.37	\$2,309.27	\$3,280.56	\$34.55
0.1000	\$567.83	\$1,235.36	\$1,767.44	\$547.73	\$1,195.18	\$1,710.59	\$1,274.24	\$2,652.07	\$3,772.08	\$1,088.17	\$2,276.07	\$3,240.05	\$51.79
0.1333	\$534.63	\$1,202.16	\$1,726.93	\$514.53	\$1,161.98	\$1,670.07	\$1,241.04	\$2,618.86	\$3,731.56	\$1,054.96	\$2,242.87	\$3,199.53	\$69.04
0.1667	\$501.33	\$1,168.86	\$1,686.29	\$481.23	\$1,128.68	\$1,629.44	\$1,207.74	\$2,585.56	\$3,690.93	\$1,021.66	\$2,209.57	\$3,158.90	\$86.34
0.2000	\$468.13	\$1,135.65	\$1,645.78	\$448.03	\$1,095.48	\$1,588.92	\$1,174.53	\$2,552.36	\$3,650.41	\$988.46	\$2,176.37	\$3,118.38	\$103.59
0.2333	\$434.93	\$1,102.45	\$1,605.26	\$414.83	\$1,062.28	\$1,548.40	\$1,141.33	\$2,519.16	\$3,609.90	\$955.26	\$2,143.16	\$3,077.86	\$120.84
0.2667	\$401.63	\$1,069.15	\$1,564.62	\$381.53	\$1,028.98	\$1,507.77	\$1,108.03	\$2,485.86	\$3,569.26	\$921.96	\$2,109.86	\$3,037.23	\$138.14
0.3000	\$368.43	\$1,035.95	\$1,524.11	\$348.33	\$995.78	\$1,467.25	\$1,074.83	\$2,452.66	\$3,528.74	\$888.76	\$2,076.66	\$2,996.71	\$155.38
0.3333	\$335.23	\$1,002.75	\$1,483.59	\$315.13	\$962.57	\$1,426.74	\$1,041.63	\$2,419.46	\$3,488.23	\$855.56	\$2,043.46	\$2,956.20	\$172.63
0.3667	\$301.93	\$969.45	\$1,442.96	\$281.83	\$929.27	\$1,386.10	\$1,008.33	\$2,386.16	\$3,447.59	\$822.26	\$2,010.16	\$2,915.56	\$189.93
0.4000	\$268.72	\$936.25	\$1,402.44	\$248.62	\$896.07	\$1,345.58	\$975.13	\$2,352.96	\$3,407.08	\$789.06	\$1,976.96	\$2,875.04	\$207.18
0.4333	\$235.52	\$903.05	\$1,361.92	\$215.42	\$862.87	\$1,305.07	\$941.93	\$2,319.75	\$3,366.56	\$755.85	\$1,943.76	\$2,834.53	\$224.43
0.4667	\$202.22	\$869.75	\$1,321.29	\$182.12	\$829.57	\$1,264.43	\$908.63	\$2,286.45	\$3,325.92	\$722.55	\$1,910.46	\$2,793.89	\$241.73
0.5000	\$169.02	\$836.55	\$1,280.77	\$148.92	\$796.37	\$1,223.92	\$875.43	\$2,253.25	\$3,285.41	\$689.35	\$1,877.26	\$2,753.38	\$258.97
0.5333	\$135.82	\$803.34	\$1,240.26	\$115.72	\$763.17	\$1,183.40	\$842.22	\$2,220.05	\$3,244.89	\$656.15	\$1,844.06	\$2,712.86	\$276.22
0.5667	\$102.52	\$770.04	\$1,199.62	\$82.42	\$729.87	\$1,142.76	\$808.92	\$2,186.75	\$3,204.26	\$622.85	\$1,810.76	\$2,672.22	\$293.52
0.6000	\$69.32	\$736.84	\$1,159.10	\$49.22	\$696.67	\$1,102.25	\$775.72	\$2,153.55	\$3,163.74	\$589.65	\$1,777.55	\$2,631.71	\$310.77
0.6333	\$36.12	\$703.64	\$1,118.59	\$16.02	\$663.46	\$1,061.73	\$742.52	\$2,120.35	\$3,123.22	\$556.45	\$1,744.35	\$2,591.19	\$328.02
0.6667	\$2.82	\$670.34	\$1,077.95	\$0.00	\$630.16	\$1,021.10	\$709.22	\$2,087.05	\$3,082.59	\$523.15	\$1,711.05	\$2,550.56	\$345.32
0.7000	\$0.00	\$637.14	\$1,037.44	\$0.00	\$596.96	\$980.58	\$676.02	\$2,053.85	\$3,042.07	\$489.95	\$1,677.85	\$2,510.04	\$362.56
0.7333	\$0.00	\$338.03	\$672.43	\$0.00	\$297.85	\$615.58	\$376.91	\$1,754.74	\$2,677.07	\$190.84	\$1,378.74	\$2,145.04	\$517.95
0.7667	\$0.00	\$338.03	\$672.43	\$0.00	\$297.85	\$615.58	\$376.91	\$1,754.74	\$2,677.07	\$190.84	\$1,378.74	\$2,145.04	\$517.95
0.8000	\$0.00	\$338.03	\$672.43	\$0.00	\$297.85	\$615.58	\$376.91	\$1,754.74	\$2,677.07	\$190.84	\$1,378.74	\$2,145.04	\$517.95
0.8333	\$0.00	\$338.03	\$672.43	\$0.00	\$297.85	\$615.58	\$376.91	\$1,754.74	\$2,677.07	\$190.84	\$1,378.74	\$2,145.04	\$517.95
0.8667	\$0.00	\$338.03	\$672.43	\$0.00	\$297.85	\$615.58	\$376.91	\$1,754.74	\$2,677.07	\$190.84	\$1,378.74	\$2,145.04	\$517.95
0.9000	\$0.00	\$338.03	\$672.43	\$0.00	\$297.85	\$615.58	\$376.91	\$1,754.74	\$2,677.07	\$190.84	\$1,378.74	\$2,145.04	\$517.95
0.9333	\$0.00	\$338.03	\$672.43	\$0.00	\$297.85	\$615.58	\$376.91	\$1,754.74	\$2,677.07	\$190.84	\$1,378.74	\$2,145.04	\$517.95
0.9667	\$0.00	\$338.03	\$672.43	\$0.00	\$297.85	\$615.58	\$376.91	\$1,754.74	\$2,677.07	\$190.84	\$1,378.74	\$2,145.04	\$517.95
1.0000	\$0.00	\$338.03	\$672.43	\$0.00	\$297.85	\$615.58	\$376.91	\$1,754.74	\$2,677.07	\$190.84	\$1,378.74	\$2,145.04	\$517.95

BCCE Local 6192 - OSS UNIT - Ten (10) Month Employees - 2014

the amounts below are deducted from September through June end of month payrolls

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

Employee Only Employee + 1 Employee + 2/more	HEALTH NET PPO PLAN 10-Month Rates			HEALTH NET POS PLAN 10-Month Rates			DELTA DENTAL 10-Month Rates		VSP (Vision Plan) 10-Month Rates (100% Employee Contribution)		
							DeltaCare DHMO	PPO			
FTE	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee Only	Employee +1	Employee + 2/more
Caps	\$997.03	\$997.03	\$1,216.68	\$997.03	\$997.03	\$1,216.68	\$65.35	\$79.38	\$0.00	\$0.00	\$0.00
0.0000	\$974.84	\$1,949.68	\$2,758.82	\$1,731.60	\$3,463.19	\$4,900.40	\$38.65	\$129.01	\$13.33	\$26.68	\$42.97
0.0333	\$941.64	\$1,916.47	\$2,718.31	\$1,698.40	\$3,429.99	\$4,859.89	\$36.48	\$126.37	\$13.33	\$26.68	\$42.97
0.0667	\$908.34	\$1,883.17	\$2,677.67	\$1,665.10	\$3,396.69	\$4,819.25	\$34.30	\$123.72	\$13.33	\$26.68	\$42.97
0.1000	\$875.14	\$1,849.97	\$2,637.16	\$1,631.90	\$3,363.49	\$4,778.74	\$32.11	\$121.07	\$13.33	\$26.68	\$42.97
0.1333	\$841.94	\$1,816.77	\$2,596.64	\$1,598.70	\$3,330.28	\$4,738.22	\$29.94	\$118.43	\$13.33	\$26.68	\$42.97
0.1667	\$808.64	\$1,783.47	\$2,556.00	\$1,565.40	\$3,296.98	\$4,697.58	\$27.76	\$115.78	\$13.33	\$26.68	\$42.97
0.2000	\$775.44	\$1,750.27	\$2,515.49	\$1,532.19	\$3,263.78	\$4,657.07	\$25.58	\$113.14	\$13.33	\$26.68	\$42.97
0.2333	\$742.24	\$1,717.07	\$2,474.97	\$1,498.99	\$3,230.58	\$4,616.55	\$23.40	\$110.50	\$13.33	\$26.68	\$42.97
0.2667	\$708.94	\$1,683.77	\$2,434.34	\$1,465.69	\$3,197.28	\$4,575.92	\$21.23	\$107.85	\$13.33	\$26.68	\$42.97
0.3000	\$675.74	\$1,650.57	\$2,393.82	\$1,432.49	\$3,164.08	\$4,535.40	\$19.04	\$105.21	\$13.33	\$26.68	\$42.97
0.3333	\$642.53	\$1,617.37	\$2,353.30	\$1,399.29	\$3,130.88	\$4,494.88	\$16.87	\$102.54	\$13.33	\$26.68	\$42.97
0.3667	\$609.23	\$1,584.07	\$2,312.67	\$1,365.99	\$3,097.58	\$4,454.25	\$14.69	\$99.89	\$13.33	\$26.68	\$42.97
0.4000	\$576.03	\$1,550.86	\$2,272.15	\$1,332.79	\$3,064.38	\$4,413.73	\$12.52	\$97.26	\$13.33	\$26.68	\$42.97
0.4333	\$542.83	\$1,517.66	\$2,231.64	\$1,299.59	\$3,031.17	\$4,373.22	\$10.33	\$94.62	\$13.33	\$26.68	\$42.97
0.4667	\$509.53	\$1,484.36	\$2,191.00	\$1,266.29	\$2,997.87	\$4,332.58	\$8.15	\$91.97	\$13.33	\$26.68	\$42.97
0.5000	\$476.33	\$1,451.16	\$2,150.48	\$1,233.09	\$2,964.67	\$4,292.06	\$5.98	\$89.33	\$13.33	\$26.68	\$42.97
0.5333	\$443.13	\$1,417.96	\$2,109.97	\$1,199.88	\$2,931.47	\$4,251.55	\$3.80	\$86.68	\$13.33	\$26.68	\$42.97
0.5667	\$409.83	\$1,384.66	\$2,069.33	\$1,166.58	\$2,898.17	\$4,210.91	\$1.62	\$84.03	\$13.33	\$26.68	\$42.97
0.6000	\$376.63	\$1,351.46	\$2,028.82	\$1,133.38	\$2,864.97	\$4,170.40	\$0.00	\$81.38	\$13.33	\$26.68	\$42.97
0.6333	\$343.42	\$1,318.26	\$1,988.30	\$1,100.18	\$2,831.77	\$4,129.88	\$0.00	\$78.75	\$13.33	\$26.68	\$42.97
0.6667	\$310.12	\$1,284.96	\$1,947.66	\$1,066.88	\$2,798.47	\$4,089.24	\$0.00	\$76.09	\$13.33	\$26.68	\$42.97
0.7000	\$276.92	\$1,251.76	\$1,907.15	\$1,033.68	\$2,765.27	\$4,048.73	\$0.00	\$73.45	\$13.33	\$26.68	\$42.97
0.7333	\$0.00	\$952.65	\$1,542.14	\$734.57	\$2,466.16	\$3,683.72	\$0.00	\$49.63	\$13.33	\$26.68	\$42.97
0.7667	\$0.00	\$952.65	\$1,542.14	\$734.57	\$2,466.16	\$3,683.72	\$0.00	\$49.63	\$13.33	\$26.68	\$42.97
0.8000	\$0.00	\$952.65	\$1,542.14	\$734.57	\$2,466.16	\$3,683.72	\$0.00	\$49.63	\$13.33	\$26.68	\$42.97
0.8333	\$0.00	\$952.65	\$1,542.14	\$734.57	\$2,466.16	\$3,683.72	\$0.00	\$49.63	\$13.33	\$26.68	\$42.97
0.8667	\$0.00	\$952.65	\$1,542.14	\$734.57	\$2,466.16	\$3,683.72	\$0.00	\$49.63	\$13.33	\$26.68	\$42.97
0.9000	\$0.00	\$952.65	\$1,542.14	\$734.57	\$2,466.16	\$3,683.72	\$0.00	\$49.63	\$13.33	\$26.68	\$42.97
0.9333	\$0.00	\$952.65	\$1,542.14	\$734.57	\$2,466.16	\$3,683.72	\$0.00	\$49.63	\$13.33	\$26.68	\$42.97
0.9667	\$0.00	\$952.65	\$1,542.14	\$734.57	\$2,466.16	\$3,683.72	\$0.00	\$49.63	\$13.33	\$26.68	\$42.97
1.0000	\$0.00	\$952.65	\$1,542.14	\$734.57	\$2,466.16	\$3,683.72	\$0.00	\$49.63	\$13.33	\$26.68	\$42.97

LOCAL 21 - CLASSIFIED SALARIED EMPLOYEES - Twelve (12) Month Employees - 2014

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

Employee Only Employee + 1 Employee + 2/more	KAISER HMO (High Option)			KAISER HMO (Low Option)			HEALTH NET HMO (High Option)			HEALTH NET HMO (Low Option)			Cash In Lieu of Benefits Ten-Month Rate
	\$556.28 \$1,112.55 \$1,574.26			\$539.53 \$1,079.07 \$1,526.88			\$1,144.95 \$2,293.14 \$3,244.79			\$989.89 \$1,979.81 \$2,801.43			80% of \$539.53 = \$431.62
FTE	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more	Paid to Employee per month
Caps	\$830.86	\$830.86	\$1,013.90	\$830.86	\$830.86	\$1,013.90	\$830.86	\$830.86	\$1,013.90	\$830.86	\$830.86	\$1,013.90	
0.0000	\$556.28	\$1,112.55	\$1,574.26	\$539.53	\$1,079.07	\$1,526.88	\$1,144.95	\$2,293.14	\$3,244.79	\$989.89	\$1,979.81	\$2,801.43	\$0.00
0.0333	\$528.61	\$1,084.88	\$1,540.50	\$511.86	\$1,051.40	\$1,493.12	\$1,117.28	\$2,265.47	\$3,211.03	\$962.22	\$1,952.14	\$2,767.67	\$14.37
0.0667	\$500.86	\$1,057.13	\$1,506.63	\$484.11	\$1,023.65	\$1,459.25	\$1,089.53	\$2,237.72	\$3,177.16	\$934.47	\$1,924.39	\$2,733.80	\$28.79
0.1000	\$473.19	\$1,029.46	\$1,472.87	\$456.44	\$995.98	\$1,425.49	\$1,061.86	\$2,210.05	\$3,143.40	\$906.80	\$1,896.72	\$2,700.04	\$43.16
0.1333	\$445.53	\$1,001.80	\$1,439.11	\$428.78	\$968.32	\$1,391.73	\$1,034.20	\$2,182.39	\$3,109.64	\$879.14	\$1,869.06	\$2,666.28	\$57.54
0.1667	\$417.78	\$974.05	\$1,405.24	\$401.03	\$940.57	\$1,357.86	\$1,006.45	\$2,154.64	\$3,075.77	\$851.39	\$1,841.31	\$2,632.41	\$71.95
0.2000	\$390.11	\$946.38	\$1,371.48	\$373.36	\$912.90	\$1,324.10	\$978.78	\$2,126.97	\$3,042.01	\$823.72	\$1,813.64	\$2,598.65	\$86.32
0.2333	\$362.44	\$918.71	\$1,337.72	\$345.69	\$885.23	\$1,290.34	\$951.11	\$2,099.30	\$3,008.25	\$796.05	\$1,785.97	\$2,564.89	\$100.70
0.2667	\$334.69	\$890.96	\$1,303.85	\$317.94	\$857.48	\$1,256.47	\$923.36	\$2,071.55	\$2,974.38	\$768.30	\$1,758.22	\$2,531.02	\$115.11
0.3000	\$307.02	\$863.29	\$1,270.09	\$290.27	\$829.81	\$1,222.71	\$895.69	\$2,043.88	\$2,940.62	\$740.63	\$1,730.55	\$2,497.26	\$129.49
0.3333	\$279.35	\$835.62	\$1,236.33	\$262.60	\$802.14	\$1,188.95	\$868.02	\$2,016.21	\$2,906.86	\$712.96	\$1,702.88	\$2,463.50	\$143.86
0.3667	\$251.60	\$807.87	\$1,202.46	\$234.85	\$774.39	\$1,155.08	\$840.27	\$1,988.46	\$2,872.99	\$685.21	\$1,675.13	\$2,429.63	\$158.28
0.4000	\$223.94	\$780.21	\$1,168.70	\$207.19	\$746.73	\$1,121.32	\$812.61	\$1,960.80	\$2,839.23	\$657.55	\$1,647.47	\$2,395.87	\$172.65
0.4333	\$196.27	\$752.54	\$1,134.94	\$179.52	\$719.06	\$1,087.56	\$784.94	\$1,933.13	\$2,805.47	\$629.88	\$1,619.80	\$2,362.11	\$187.02
0.4667	\$168.52	\$724.79	\$1,101.07	\$151.77	\$691.31	\$1,053.69	\$757.19	\$1,905.38	\$2,771.60	\$602.13	\$1,592.05	\$2,328.24	\$201.44
0.5000	\$140.85	\$697.12	\$1,067.31	\$124.10	\$663.64	\$1,019.93	\$729.52	\$1,877.71	\$2,737.84	\$574.46	\$1,564.38	\$2,294.48	\$215.81
0.5333	\$113.18	\$669.45	\$1,033.55	\$96.43	\$635.97	\$986.17	\$701.85	\$1,850.04	\$2,704.08	\$546.79	\$1,536.71	\$2,260.72	\$230.19
0.5667	\$85.43	\$641.70	\$999.68	\$68.68	\$608.22	\$952.30	\$674.10	\$1,822.29	\$2,670.21	\$519.04	\$1,508.96	\$2,226.85	\$244.60
0.6000	\$57.76	\$614.03	\$965.92	\$41.01	\$580.55	\$918.54	\$646.43	\$1,794.62	\$2,636.45	\$491.37	\$1,481.29	\$2,193.09	\$258.97
0.6333	\$30.10	\$586.37	\$932.16	\$13.35	\$552.89	\$884.78	\$618.77	\$1,766.96	\$2,602.69	\$463.71	\$1,453.63	\$2,159.33	\$273.35
0.6667	\$2.35	\$558.62	\$898.29	\$0.00	\$525.14	\$850.91	\$591.02	\$1,739.21	\$2,568.82	\$435.96	\$1,425.88	\$2,125.46	\$287.76
0.7000	\$0.00	\$530.95	\$864.53	\$0.00	\$497.47	\$817.15	\$563.35	\$1,711.54	\$2,535.06	\$408.29	\$1,398.21	\$2,091.70	\$302.14
0.7333	\$0.00	\$281.69	\$560.36	\$0.00	\$248.21	\$512.98	\$314.09	\$1,462.28	\$2,230.89	\$159.03	\$1,148.95	\$1,787.53	\$431.62
0.7667	\$0.00	\$281.69	\$560.36	\$0.00	\$248.21	\$512.98	\$314.09	\$1,462.28	\$2,230.89	\$159.03	\$1,148.95	\$1,787.53	\$431.62
0.8000	\$0.00	\$281.69	\$560.36	\$0.00	\$248.21	\$512.98	\$314.09	\$1,462.28	\$2,230.89	\$159.03	\$1,148.95	\$1,787.53	\$431.62
0.8333	\$0.00	\$281.69	\$560.36	\$0.00	\$248.21	\$512.98	\$314.09	\$1,462.28	\$2,230.89	\$159.03	\$1,148.95	\$1,787.53	\$431.62
0.8667	\$0.00	\$281.69	\$560.36	\$0.00	\$248.21	\$512.98	\$314.09	\$1,462.28	\$2,230.89	\$159.03	\$1,148.95	\$1,787.53	\$431.62
0.9000	\$0.00	\$281.69	\$560.36	\$0.00	\$248.21	\$512.98	\$314.09	\$1,462.28	\$2,230.89	\$159.03	\$1,148.95	\$1,787.53	\$431.62
0.9333	\$0.00	\$281.69	\$560.36	\$0.00	\$248.21	\$512.98	\$314.09	\$1,462.28	\$2,230.89	\$159.03	\$1,148.95	\$1,787.53	\$431.62
0.9667	\$0.00	\$281.69	\$560.36	\$0.00	\$248.21	\$512.98	\$314.09	\$1,462.28	\$2,230.89	\$159.03	\$1,148.95	\$1,787.53	\$431.62
1.0000	\$0.00	\$281.69	\$560.36	\$0.00	\$248.21	\$512.98	\$314.09	\$1,462.28	\$2,230.89	\$159.03	\$1,148.95	\$1,787.53	\$431.62

LOCAL 21 - CLASSIFIED SALARIED EMPLOYEES - Twelve (12) Month Employees - 2014

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

Employee Only Employee + 1 Employee + 2/more	HEALTH NET PPO PLAN			HEALTH NET POS PLAN			DELTA DENTAL		VSP (Vision Plan) (100% Employee Contribution)		
							DeltaCare DHMO	PPO			
	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee Only	Employee +1	Employee + 2/more
FTE	\$830.86	\$830.86	\$1,013.90	\$830.86	\$830.86	\$1,013.90	\$66.15	\$66.15	\$0.00	\$0.00	\$0.00
Caps	\$812.37	\$1,624.73	\$2,299.02	\$1,443.00	\$2,885.99	\$4,083.67	\$32.21	\$107.51	\$11.11	\$22.23	\$35.81
0.0000	\$812.37	\$1,624.73	\$2,299.02	\$1,443.00	\$2,885.99	\$4,083.67	\$32.21	\$107.51	\$11.11	\$22.23	\$35.81
0.0333	\$784.70	\$1,597.06	\$2,265.26	\$1,415.33	\$2,858.32	\$4,049.91	\$30.01	\$105.31	\$11.11	\$22.23	\$35.81
0.0667	\$756.95	\$1,569.31	\$2,231.39	\$1,387.58	\$2,830.57	\$4,016.04	\$27.80	\$103.10	\$11.11	\$22.23	\$35.81
0.1000	\$729.28	\$1,541.64	\$2,197.63	\$1,359.91	\$2,802.90	\$3,982.28	\$25.60	\$100.90	\$11.11	\$22.23	\$35.81
0.1333	\$701.62	\$1,513.98	\$2,163.87	\$1,332.25	\$2,775.24	\$3,948.52	\$23.39	\$98.69	\$11.11	\$22.23	\$35.81
0.1667	\$673.87	\$1,486.23	\$2,130.00	\$1,304.50	\$2,747.49	\$3,914.65	\$21.18	\$96.48	\$11.11	\$22.23	\$35.81
0.2000	\$646.20	\$1,458.56	\$2,096.24	\$1,276.83	\$2,719.82	\$3,880.89	\$18.98	\$94.28	\$11.11	\$22.23	\$35.81
0.2333	\$618.53	\$1,430.89	\$2,062.48	\$1,249.16	\$2,692.15	\$3,847.13	\$16.78	\$92.08	\$11.11	\$22.23	\$35.81
0.2667	\$590.78	\$1,403.14	\$2,028.61	\$1,221.41	\$2,664.40	\$3,813.26	\$14.57	\$89.87	\$11.11	\$22.23	\$35.81
0.3000	\$563.11	\$1,375.47	\$1,994.85	\$1,193.74	\$2,636.73	\$3,779.50	\$12.37	\$87.67	\$11.11	\$22.23	\$35.81
0.3333	\$535.44	\$1,347.80	\$1,961.09	\$1,166.07	\$2,609.06	\$3,745.74	\$10.16	\$85.46	\$11.11	\$22.23	\$35.81
0.3667	\$507.69	\$1,320.05	\$1,927.22	\$1,138.32	\$2,581.31	\$3,711.87	\$7.95	\$83.25	\$11.11	\$22.23	\$35.81
0.4000	\$480.03	\$1,292.39	\$1,893.46	\$1,110.66	\$2,553.65	\$3,678.11	\$5.75	\$81.05	\$11.11	\$22.23	\$35.81
0.4333	\$452.36	\$1,264.72	\$1,859.70	\$1,082.99	\$2,525.98	\$3,644.35	\$3.55	\$78.85	\$11.11	\$22.23	\$35.81
0.4667	\$424.61	\$1,236.97	\$1,825.83	\$1,055.24	\$2,498.23	\$3,610.48	\$1.34	\$76.64	\$11.11	\$22.23	\$35.81
0.5000	\$396.94	\$1,209.30	\$1,792.07	\$1,027.57	\$2,470.56	\$3,576.72	\$0.00	\$74.44	\$11.11	\$22.23	\$35.81
0.5333	\$369.27	\$1,181.63	\$1,758.31	\$999.90	\$2,442.89	\$3,542.96	\$0.00	\$72.23	\$11.11	\$22.23	\$35.81
0.5667	\$341.52	\$1,153.88	\$1,724.44	\$972.15	\$2,415.14	\$3,509.09	\$0.00	\$70.02	\$11.11	\$22.23	\$35.81
0.6000	\$313.85	\$1,126.21	\$1,690.68	\$944.48	\$2,387.47	\$3,475.33	\$0.00	\$67.82	\$11.11	\$22.23	\$35.81
0.6333	\$286.19	\$1,098.55	\$1,656.92	\$916.82	\$2,359.81	\$3,441.57	\$0.00	\$65.62	\$11.11	\$22.23	\$35.81
0.6667	\$258.44	\$1,070.80	\$1,623.05	\$889.07	\$2,332.06	\$3,407.70	\$0.00	\$63.41	\$11.11	\$22.23	\$35.81
0.7000	\$230.77	\$1,043.13	\$1,589.29	\$861.40	\$2,304.39	\$3,373.94	\$0.00	\$61.21	\$11.11	\$22.23	\$35.81
0.7333	\$0.00	\$793.87	\$1,285.12	\$612.14	\$2,055.13	\$3,069.77	\$0.00	\$41.36	\$11.11	\$22.23	\$35.81
0.7667	\$0.00	\$793.87	\$1,285.12	\$612.14	\$2,055.13	\$3,069.77	\$0.00	\$41.36	\$11.11	\$22.23	\$35.81
0.8000	\$0.00	\$793.87	\$1,285.12	\$612.14	\$2,055.13	\$3,069.77	\$0.00	\$41.36	\$11.11	\$22.23	\$35.81
0.8333	\$0.00	\$793.87	\$1,285.12	\$612.14	\$2,055.13	\$3,069.77	\$0.00	\$41.36	\$11.11	\$22.23	\$35.81
0.8667	\$0.00	\$793.87	\$1,285.12	\$612.14	\$2,055.13	\$3,069.77	\$0.00	\$41.36	\$11.11	\$22.23	\$35.81
0.9000	\$0.00	\$793.87	\$1,285.12	\$612.14	\$2,055.13	\$3,069.77	\$0.00	\$41.36	\$11.11	\$22.23	\$35.81
0.9333	\$0.00	\$793.87	\$1,285.12	\$612.14	\$2,055.13	\$3,069.77	\$0.00	\$41.36	\$11.11	\$22.23	\$35.81
0.9667	\$0.00	\$793.87	\$1,285.12	\$612.14	\$2,055.13	\$3,069.77	\$0.00	\$41.36	\$11.11	\$22.23	\$35.81
1.0000	\$0.00	\$793.87	\$1,285.12	\$612.14	\$2,055.13	\$3,069.77	\$0.00	\$41.36	\$11.11	\$22.23	\$35.81

LOCAL 21 - CLASSIFIED SALARIED EMPLOYEES - TEN Month Employees - 2014

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

Employee Only Employee + 1 Employee + 2/more	KAISER HMO (High Option) 10-Month Rates			KAISER HMO (Low Option) 10-Month Rates			HEALTH NET HMO (High Option) 10-Month Rates			HEALTH NET HMO (Low Option) 10-Month Rates			Cash In Lieu of Benefits (paid 10 months)
	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more	Paid to Employee per month
	\$667.54	\$1,335.06	\$1,889.11	\$647.44	\$1,294.88	\$1,832.26	\$1,373.94	\$2,751.77	\$3,893.75	\$1,187.87	\$2,375.77	\$3,361.72	80% of \$647.44 = \$517.95
FTE	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more	Paid to Employee per month
Caps	\$997.03	\$997.03	\$1,216.68	\$997.03	\$997.03	\$1,216.68	\$997.03	\$997.03	\$1,216.68	\$997.03	\$997.03	\$1,216.68	
0.0000	\$667.54	\$1,335.06	\$1,889.11	\$647.44	\$1,294.88	\$1,832.26	\$1,373.94	\$2,751.77	\$3,893.75	\$1,187.87	\$2,375.77	\$3,361.72	\$0.00
0.0333	\$634.33	\$1,301.86	\$1,848.60	\$614.23	\$1,261.68	\$1,791.74	\$1,340.74	\$2,718.57	\$3,853.23	\$1,154.67	\$2,342.57	\$3,321.20	\$17.25
0.0667	\$601.03	\$1,268.56	\$1,807.96	\$580.93	\$1,228.38	\$1,751.10	\$1,307.44	\$2,685.27	\$3,812.60	\$1,121.37	\$2,309.27	\$3,280.56	\$34.55
0.1000	\$567.83	\$1,235.36	\$1,767.44	\$547.73	\$1,195.18	\$1,710.59	\$1,274.24	\$2,652.07	\$3,772.08	\$1,088.17	\$2,276.07	\$3,240.05	\$51.79
0.1333	\$534.63	\$1,202.16	\$1,726.93	\$514.53	\$1,161.98	\$1,670.07	\$1,241.04	\$2,618.86	\$3,731.56	\$1,054.96	\$2,242.87	\$3,199.53	\$69.04
0.1667	\$501.33	\$1,168.86	\$1,686.29	\$481.23	\$1,128.68	\$1,629.44	\$1,207.74	\$2,585.56	\$3,690.93	\$1,021.66	\$2,209.57	\$3,158.90	\$86.34
0.2000	\$468.13	\$1,135.65	\$1,645.78	\$448.03	\$1,095.48	\$1,588.92	\$1,174.53	\$2,552.36	\$3,650.41	\$988.46	\$2,176.37	\$3,118.38	\$103.59
0.2333	\$434.93	\$1,102.45	\$1,605.26	\$414.83	\$1,062.28	\$1,548.40	\$1,141.33	\$2,519.16	\$3,609.90	\$955.26	\$2,143.16	\$3,077.86	\$120.84
0.2667	\$401.63	\$1,069.15	\$1,564.62	\$381.53	\$1,028.98	\$1,507.77	\$1,108.03	\$2,485.86	\$3,569.26	\$921.96	\$2,109.86	\$3,037.23	\$138.14
0.3000	\$368.43	\$1,035.95	\$1,524.11	\$348.33	\$995.78	\$1,467.25	\$1,074.83	\$2,452.66	\$3,528.74	\$888.76	\$2,076.66	\$2,996.71	\$155.38
0.3333	\$335.23	\$1,002.75	\$1,483.59	\$315.13	\$962.57	\$1,426.74	\$1,041.63	\$2,419.46	\$3,488.23	\$855.56	\$2,043.46	\$2,956.20	\$172.63
0.3667	\$301.93	\$969.45	\$1,442.96	\$281.83	\$929.27	\$1,386.10	\$1,008.33	\$2,386.16	\$3,447.59	\$822.26	\$2,010.16	\$2,915.56	\$189.93
0.4000	\$268.72	\$936.25	\$1,402.44	\$248.62	\$896.07	\$1,345.58	\$975.13	\$2,352.96	\$3,407.08	\$789.06	\$1,976.96	\$2,875.04	\$207.18
0.4333	\$235.52	\$903.05	\$1,361.92	\$215.42	\$862.87	\$1,305.07	\$941.93	\$2,319.75	\$3,366.56	\$755.85	\$1,943.76	\$2,834.53	\$224.43
0.4667	\$202.22	\$869.75	\$1,321.29	\$182.12	\$829.57	\$1,264.43	\$908.63	\$2,286.45	\$3,325.92	\$722.55	\$1,910.46	\$2,793.89	\$241.73
0.5000	\$169.02	\$836.55	\$1,280.77	\$148.92	\$796.37	\$1,223.92	\$875.43	\$2,253.25	\$3,285.41	\$689.35	\$1,877.26	\$2,753.38	\$258.97
0.5333	\$135.82	\$803.34	\$1,240.26	\$115.72	\$763.17	\$1,183.40	\$842.22	\$2,220.05	\$3,244.89	\$656.15	\$1,844.06	\$2,712.86	\$276.22
0.5667	\$102.52	\$770.04	\$1,199.62	\$82.42	\$729.87	\$1,142.76	\$808.92	\$2,186.75	\$3,204.26	\$622.85	\$1,810.76	\$2,672.22	\$293.52
0.6000	\$69.32	\$736.84	\$1,159.10	\$49.22	\$696.67	\$1,102.25	\$775.72	\$2,153.55	\$3,163.74	\$589.65	\$1,777.55	\$2,631.71	\$310.77
0.6333	\$36.12	\$703.64	\$1,118.59	\$16.02	\$663.46	\$1,061.73	\$742.52	\$2,120.35	\$3,123.22	\$556.45	\$1,744.35	\$2,591.19	\$328.02
0.6667	\$2.82	\$670.34	\$1,077.95	\$0.00	\$630.16	\$1,021.10	\$709.22	\$2,087.05	\$3,082.59	\$523.15	\$1,711.05	\$2,550.56	\$345.32
0.7000	\$0.00	\$637.14	\$1,037.44	\$0.00	\$596.96	\$980.58	\$676.02	\$2,053.85	\$3,042.07	\$489.95	\$1,677.85	\$2,510.04	\$362.56
0.7333	\$0.00	\$338.03	\$672.43	\$0.00	\$297.85	\$615.58	\$376.91	\$1,754.74	\$2,677.07	\$190.84	\$1,378.74	\$2,145.04	\$517.95
0.7667	\$0.00	\$338.03	\$672.43	\$0.00	\$297.85	\$615.58	\$376.91	\$1,754.74	\$2,677.07	\$190.84	\$1,378.74	\$2,145.04	\$517.95
0.8000	\$0.00	\$338.03	\$672.43	\$0.00	\$297.85	\$615.58	\$376.91	\$1,754.74	\$2,677.07	\$190.84	\$1,378.74	\$2,145.04	\$517.95
0.8333	\$0.00	\$338.03	\$672.43	\$0.00	\$297.85	\$615.58	\$376.91	\$1,754.74	\$2,677.07	\$190.84	\$1,378.74	\$2,145.04	\$517.95
0.8667	\$0.00	\$338.03	\$672.43	\$0.00	\$297.85	\$615.58	\$376.91	\$1,754.74	\$2,677.07	\$190.84	\$1,378.74	\$2,145.04	\$517.95
0.9000	\$0.00	\$338.03	\$672.43	\$0.00	\$297.85	\$615.58	\$376.91	\$1,754.74	\$2,677.07	\$190.84	\$1,378.74	\$2,145.04	\$517.95
0.9333	\$0.00	\$338.03	\$672.43	\$0.00	\$297.85	\$615.58	\$376.91	\$1,754.74	\$2,677.07	\$190.84	\$1,378.74	\$2,145.04	\$517.95
0.9667	\$0.00	\$338.03	\$672.43	\$0.00	\$297.85	\$615.58	\$376.91	\$1,754.74	\$2,677.07	\$190.84	\$1,378.74	\$2,145.04	\$517.95
1.0000	\$0.00	\$338.03	\$672.43	\$0.00	\$297.85	\$615.58	\$376.91	\$1,754.74	\$2,677.07	\$190.84	\$1,378.74	\$2,145.04	\$517.95

UBA CERTIFICATED SALARIED EMPLOYEES (Local #81 - Administrators) - 2014

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

	KAISER HMO (High Option)			KAISER HMO (Low Option)			HEALTH NET HMO (High Option)			HEALTH NET HMO (Low Option)			Cash In Lieu of Benefits Ten-Month Rate
	Employee Only Employee + 1 Employee + 2/more			\$539.53 \$1,079.07 \$1,526.88			\$1,144.95 \$2,293.14 \$3,244.79			\$989.89 \$1,979.81 \$2,801.43			80% of \$539.53 = \$431.62
FTE	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more	Paid to Employee per month
Caps	\$358.27	\$716.54	\$1,013.90	\$358.27	\$716.54	\$1,013.90	\$431.80	\$866.12	\$1,013.90	\$431.80	\$866.12	\$1,013.90	
0.0313	\$545.07	\$1,090.12	\$1,542.52	\$528.32	\$1,056.64	\$1,495.14	\$1,131.43	\$2,266.03	\$3,213.05	\$976.37	\$1,952.70	\$2,769.69	\$13.51
0.0625	\$533.89	\$1,067.77	\$1,510.89	\$517.14	\$1,034.29	\$1,463.51	\$1,117.96	\$2,239.01	\$3,181.42	\$962.90	\$1,925.68	\$2,738.06	\$26.98
0.0938	\$522.67	\$1,045.34	\$1,479.16	\$505.92	\$1,011.86	\$1,431.78	\$1,104.45	\$2,211.90	\$3,149.69	\$949.39	\$1,898.57	\$2,706.33	\$40.49
0.1250	\$511.50	\$1,022.98	\$1,447.52	\$494.75	\$989.50	\$1,400.14	\$1,090.98	\$2,184.88	\$3,118.05	\$935.92	\$1,871.55	\$2,674.69	\$53.95
0.1563	\$500.28	\$1,000.55	\$1,415.79	\$483.53	\$967.07	\$1,368.41	\$1,077.46	\$2,157.77	\$3,086.32	\$922.40	\$1,844.44	\$2,642.96	\$67.46
0.1875	\$489.10	\$978.20	\$1,384.15	\$472.35	\$944.72	\$1,336.77	\$1,063.99	\$2,130.74	\$3,054.68	\$908.93	\$1,817.41	\$2,611.32	\$80.93
0.2188	\$477.89	\$955.77	\$1,352.42	\$461.14	\$922.29	\$1,305.04	\$1,050.47	\$2,103.63	\$3,022.95	\$895.41	\$1,790.30	\$2,579.59	\$94.44
0.2500	\$466.71	\$933.42	\$1,320.79	\$449.96	\$899.94	\$1,273.41	\$1,037.00	\$2,076.61	\$2,991.32	\$881.94	\$1,763.28	\$2,547.96	\$107.91
0.2813	\$455.50	\$910.99	\$1,289.05	\$438.75	\$877.51	\$1,241.67	\$1,023.48	\$2,049.50	\$2,959.58	\$868.42	\$1,736.17	\$2,516.22	\$121.42
0.3125	\$444.32	\$888.63	\$1,257.42	\$427.57	\$855.15	\$1,210.04	\$1,010.01	\$2,022.48	\$2,927.95	\$854.95	\$1,709.15	\$2,484.59	\$134.88
0.3438	\$433.11	\$866.20	\$1,225.68	\$416.36	\$832.72	\$1,178.30	\$996.50	\$1,995.37	\$2,896.21	\$841.44	\$1,682.04	\$2,452.85	\$148.39
0.3750	\$421.93	\$843.85	\$1,194.05	\$405.18	\$810.37	\$1,146.67	\$983.03	\$1,968.35	\$2,864.58	\$827.97	\$1,655.02	\$2,421.22	\$161.86
0.4063	\$410.71	\$821.42	\$1,162.31	\$393.96	\$787.94	\$1,114.93	\$969.51	\$1,941.24	\$2,832.84	\$814.45	\$1,627.91	\$2,389.48	\$175.37
0.4375	\$399.54	\$799.06	\$1,130.68	\$382.79	\$765.58	\$1,083.30	\$956.04	\$1,914.21	\$2,801.21	\$800.98	\$1,600.88	\$2,357.85	\$188.84
0.4688	\$388.32	\$776.64	\$1,098.94	\$371.57	\$743.16	\$1,051.56	\$942.52	\$1,887.10	\$2,769.47	\$787.46	\$1,573.77	\$2,326.11	\$202.35
0.5000	\$377.15	\$754.28	\$1,067.31	\$360.40	\$720.80	\$1,019.93	\$929.05	\$1,860.08	\$2,737.84	\$773.99	\$1,546.75	\$2,294.48	\$215.81
0.5313	\$365.93	\$731.85	\$1,035.57	\$349.18	\$698.37	\$988.19	\$915.53	\$1,832.97	\$2,706.10	\$760.47	\$1,519.64	\$2,262.74	\$229.32
0.5625	\$354.75	\$709.50	\$1,003.94	\$338.00	\$676.02	\$956.56	\$902.06	\$1,805.95	\$2,674.47	\$747.00	\$1,492.62	\$2,231.11	\$242.79
0.5938	\$343.54	\$687.07	\$972.21	\$326.79	\$653.59	\$924.83	\$888.55	\$1,778.84	\$2,642.74	\$733.49	\$1,465.51	\$2,199.38	\$256.30
0.6250	\$332.36	\$664.71	\$940.57	\$315.61	\$631.23	\$893.19	\$875.08	\$1,751.82	\$2,611.10	\$720.02	\$1,438.49	\$2,167.74	\$269.77
0.6563	\$321.15	\$642.28	\$908.84	\$304.40	\$608.80	\$861.46	\$861.56	\$1,724.71	\$2,579.37	\$706.50	\$1,411.38	\$2,136.01	\$283.27
0.6875	\$309.97	\$619.93	\$877.20	\$293.22	\$586.45	\$829.82	\$848.09	\$1,697.68	\$2,547.73	\$693.03	\$1,384.35	\$2,104.37	\$296.74
0.7188	\$298.76	\$597.50	\$845.47	\$282.01	\$564.02	\$798.09	\$834.57	\$1,670.57	\$2,516.00	\$679.51	\$1,357.24	\$2,072.64	\$310.25
0.7500	\$287.58	\$575.15	\$813.84	\$270.83	\$541.67	\$766.46	\$821.10	\$1,643.55	\$2,484.37	\$666.04	\$1,330.22	\$2,041.01	\$431.62
0.7813	\$276.36	\$552.72	\$782.10	\$259.61	\$519.24	\$734.72	\$807.58	\$1,616.44	\$2,452.63	\$652.52	\$1,303.11	\$2,009.27	\$431.62
0.8125	\$265.19	\$530.36	\$750.47	\$248.44	\$496.88	\$703.09	\$794.11	\$1,589.42	\$2,421.00	\$639.05	\$1,276.09	\$1,977.64	\$431.62
0.8438	\$253.97	\$507.93	\$718.73	\$237.22	\$474.45	\$671.35	\$780.60	\$1,562.31	\$2,389.26	\$625.54	\$1,248.98	\$1,945.90	\$431.62
0.8750	\$242.79	\$485.58	\$687.10	\$226.04	\$452.10	\$639.72	\$767.13	\$1,535.29	\$2,357.63	\$612.07	\$1,221.96	\$1,914.27	\$431.62
0.9063	\$231.58	\$463.15	\$655.36	\$214.83	\$429.67	\$607.98	\$753.61	\$1,508.18	\$2,325.89	\$598.55	\$1,194.85	\$1,882.53	\$431.62
0.9375	\$220.40	\$440.79	\$623.73	\$203.65	\$407.31	\$576.35	\$740.14	\$1,481.15	\$2,294.26	\$585.08	\$1,167.82	\$1,850.90	\$431.62
0.9688	\$209.19	\$418.37	\$591.99	\$192.44	\$384.89	\$544.61	\$726.62	\$1,454.04	\$2,262.52	\$571.56	\$1,140.71	\$1,819.16	\$431.62
1.0000	\$198.01	\$396.01	\$560.36	\$181.26	\$362.53	\$512.98	\$713.15	\$1,427.02	\$2,230.89	\$558.09	\$1,113.69	\$1,787.53	\$431.62

UBA CERTIFICATED SALARIED EMPLOYEES (Local #81 - Administrators) - 2014

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

Employee Only Employee + 1 Employee + 2/more	HEALTH NET PPO PLAN			HEALTH NET POS PLANS			DELTA DENTAL		VSP (Vision Plan) (100% Employee Contribution)		
							DeltaCare DHMO	PPO			
	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee Only	Employee +1	Employee + 2/more
	\$812.37			\$1,443.00			\$32.21	\$107.51	\$11.11		
	\$1,624.73			\$2,885.99			\$32.21	\$107.51	\$22.23		
	\$2,299.02			\$4,083.67			\$32.21	\$107.51	\$35.81		
FTE	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee Only	Employee +1	Employee + 2/more
Caps	\$431.80	\$866.12	\$1,013.90	\$431.80	\$866.12	\$1,013.90	\$32.21	\$107.51	\$0.00	\$0.00	\$0.00
0.0313	\$798.85	\$1,597.62	\$2,267.28	\$1,429.48	\$2,858.88	\$4,051.93	\$31.20	\$104.15	\$11.11	\$22.23	\$35.81
0.0625	\$785.38	\$1,570.60	\$2,235.65	\$1,416.01	\$2,831.86	\$4,020.30	\$30.20	\$100.79	\$11.11	\$22.23	\$35.81
0.0938	\$771.87	\$1,543.49	\$2,203.92	\$1,402.50	\$2,804.75	\$3,988.57	\$29.19	\$97.44	\$11.11	\$22.23	\$35.81
0.1250	\$758.40	\$1,516.47	\$2,172.28	\$1,389.03	\$2,777.73	\$3,956.93	\$28.18	\$94.07	\$11.11	\$22.23	\$35.81
0.1563	\$744.88	\$1,489.36	\$2,140.55	\$1,375.51	\$2,750.62	\$3,925.20	\$27.18	\$90.71	\$11.11	\$22.23	\$35.81
0.1875	\$731.41	\$1,462.33	\$2,108.91	\$1,362.04	\$2,723.59	\$3,893.56	\$26.17	\$87.35	\$11.11	\$22.23	\$35.81
0.2188	\$717.89	\$1,435.22	\$2,077.18	\$1,348.52	\$2,696.48	\$3,861.83	\$25.16	\$83.99	\$11.11	\$22.23	\$35.81
0.2500	\$704.42	\$1,408.20	\$2,045.55	\$1,335.05	\$2,669.46	\$3,830.20	\$24.16	\$80.63	\$11.11	\$22.23	\$35.81
0.2813	\$690.90	\$1,381.09	\$2,013.81	\$1,321.53	\$2,642.35	\$3,798.46	\$23.15	\$77.28	\$11.11	\$22.23	\$35.81
0.3125	\$677.43	\$1,354.07	\$1,982.18	\$1,308.06	\$2,615.33	\$3,766.83	\$22.14	\$73.91	\$11.11	\$22.23	\$35.81
0.3438	\$663.92	\$1,326.96	\$1,950.44	\$1,294.55	\$2,588.22	\$3,735.09	\$21.14	\$70.56	\$11.11	\$22.23	\$35.81
0.3750	\$650.45	\$1,299.94	\$1,918.81	\$1,281.08	\$2,561.20	\$3,703.46	\$20.13	\$67.19	\$11.11	\$22.23	\$35.81
0.4063	\$636.93	\$1,272.83	\$1,887.07	\$1,267.56	\$2,534.09	\$3,671.72	\$19.12	\$63.83	\$11.11	\$22.23	\$35.81
0.4375	\$623.46	\$1,245.80	\$1,855.44	\$1,254.09	\$2,507.06	\$3,640.09	\$18.12	\$60.47	\$11.11	\$22.23	\$35.81
0.4688	\$609.94	\$1,218.69	\$1,823.70	\$1,240.57	\$2,479.95	\$3,608.35	\$17.11	\$57.11	\$11.11	\$22.23	\$35.81
0.5000	\$596.47	\$1,191.67	\$1,792.07	\$1,227.10	\$2,452.93	\$3,576.72	\$16.11	\$53.76	\$11.11	\$22.23	\$35.81
0.5313	\$582.95	\$1,164.56	\$1,760.33	\$1,213.58	\$2,425.82	\$3,544.98	\$15.10	\$50.40	\$11.11	\$22.23	\$35.81
0.5625	\$569.48	\$1,137.54	\$1,728.70	\$1,200.11	\$2,398.80	\$3,513.35	\$14.09	\$47.04	\$11.11	\$22.23	\$35.81
0.5938	\$555.97	\$1,110.43	\$1,696.97	\$1,186.60	\$2,371.69	\$3,481.62	\$13.09	\$43.68	\$11.11	\$22.23	\$35.81
0.6250	\$542.50	\$1,083.41	\$1,665.33	\$1,173.13	\$2,344.67	\$3,449.98	\$12.08	\$40.32	\$11.11	\$22.23	\$35.81
0.6563	\$528.98	\$1,056.30	\$1,633.60	\$1,159.61	\$2,317.56	\$3,418.25	\$11.07	\$36.95	\$11.11	\$22.23	\$35.81
0.6875	\$515.51	\$1,029.27	\$1,601.96	\$1,146.14	\$2,290.53	\$3,386.61	\$10.07	\$33.60	\$11.11	\$22.23	\$35.81
0.7188	\$501.99	\$1,002.16	\$1,570.23	\$1,132.62	\$2,263.42	\$3,354.88	\$9.06	\$30.23	\$11.11	\$22.23	\$35.81
0.7500	\$488.52	\$975.14	\$1,538.60	\$1,119.15	\$2,236.40	\$3,323.25	\$8.05	\$26.88	\$11.11	\$22.23	\$35.81
0.7813	\$475.00	\$948.03	\$1,506.86	\$1,105.63	\$2,209.29	\$3,291.51	\$7.05	\$23.52	\$11.11	\$22.23	\$35.81
0.8125	\$461.53	\$921.01	\$1,475.23	\$1,092.16	\$2,182.27	\$3,259.88	\$6.04	\$20.16	\$11.11	\$22.23	\$35.81
0.8438	\$448.02	\$893.90	\$1,443.49	\$1,078.65	\$2,155.16	\$3,228.14	\$5.03	\$16.80	\$11.11	\$22.23	\$35.81
0.8750	\$434.55	\$866.88	\$1,411.86	\$1,065.18	\$2,128.14	\$3,196.51	\$4.03	\$13.44	\$11.11	\$22.23	\$35.81
0.9063	\$421.03	\$839.77	\$1,380.12	\$1,051.66	\$2,101.03	\$3,164.77	\$3.02	\$10.07	\$11.11	\$22.23	\$35.81
0.9375	\$407.56	\$812.74	\$1,348.49	\$1,038.19	\$2,074.00	\$3,133.14	\$2.01	\$6.72	\$11.11	\$22.23	\$35.81
0.9688	\$394.04	\$785.63	\$1,316.75	\$1,024.67	\$2,046.89	\$3,101.40	\$1.01	\$3.35	\$11.11	\$22.23	\$35.81
1.0000	\$380.57	\$758.61	\$1,285.12	\$1,011.20	\$2,019.87	\$3,069.77	\$0.00	\$0.00	\$11.11	\$22.23	\$35.81

NON-REPRESENTED SALARIED EMPLOYEES - CERTIFICATED ADMIN - 2014

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

Employee Only Employee + 1 Employee + 2/more	KAISER HMO (High Option)			KAISER HMO (Low Option)			HEALTH NET HMO (High Option)			HEALTH NET HMO (Low Option)			Cash In Lieu of Benefits
	\$556.28 \$1,112.55 \$1,574.26			\$539.53 \$1,079.07 \$1,526.88			\$1,144.95 \$2,293.14 \$3,244.79			\$989.89 \$1,979.81 \$2,801.43			80% of \$539.53 = \$431.62
FTE	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more	Paid to Employee per month
Caps	\$358.27	\$716.54	\$1,013.90	\$358.27	\$716.54	\$1,013.90	\$431.80	\$866.12	\$1,013.90	\$431.80	\$866.12	\$1,013.90	
0.0313	\$545.07	\$1,090.12	\$1,542.52	\$528.32	\$1,056.64	\$1,495.14	\$1,131.43	\$2,266.03	\$3,213.05	\$976.37	\$1,952.70	\$2,769.69	\$13.51
0.0625	\$533.89	\$1,067.77	\$1,510.89	\$517.14	\$1,034.29	\$1,463.51	\$1,117.96	\$2,239.01	\$3,181.42	\$962.90	\$1,925.68	\$2,738.06	\$26.98
0.0938	\$522.67	\$1,045.34	\$1,479.16	\$505.92	\$1,011.86	\$1,431.78	\$1,104.45	\$2,211.90	\$3,149.69	\$949.39	\$1,898.57	\$2,706.33	\$40.49
0.1250	\$511.50	\$1,022.98	\$1,447.52	\$494.75	\$989.50	\$1,400.14	\$1,090.98	\$2,184.88	\$3,118.05	\$935.92	\$1,871.55	\$2,674.69	\$53.95
0.1563	\$500.28	\$1,000.55	\$1,415.79	\$483.53	\$967.07	\$1,368.41	\$1,077.46	\$2,157.77	\$3,086.32	\$922.40	\$1,844.44	\$2,642.96	\$67.46
0.1875	\$489.10	\$978.20	\$1,384.15	\$472.35	\$944.72	\$1,336.77	\$1,063.99	\$2,130.74	\$3,054.68	\$908.93	\$1,817.41	\$2,611.32	\$80.93
0.2188	\$477.89	\$955.77	\$1,352.42	\$461.14	\$922.29	\$1,305.04	\$1,050.47	\$2,103.63	\$3,022.95	\$895.41	\$1,790.30	\$2,579.59	\$94.44
0.2500	\$466.71	\$933.42	\$1,320.79	\$449.96	\$899.94	\$1,273.41	\$1,037.00	\$2,076.61	\$2,991.32	\$881.94	\$1,763.28	\$2,547.96	\$107.91
0.2813	\$455.50	\$910.99	\$1,289.05	\$438.75	\$877.51	\$1,241.67	\$1,023.48	\$2,049.50	\$2,959.58	\$868.42	\$1,736.17	\$2,516.22	\$121.42
0.3125	\$444.32	\$888.63	\$1,257.42	\$427.57	\$855.15	\$1,210.04	\$1,010.01	\$2,022.48	\$2,927.95	\$854.95	\$1,709.15	\$2,484.59	\$134.88
0.3438	\$433.11	\$866.20	\$1,225.68	\$416.36	\$832.72	\$1,178.30	\$996.50	\$1,995.37	\$2,896.21	\$841.44	\$1,682.04	\$2,452.85	\$148.39
0.3750	\$421.93	\$843.85	\$1,194.05	\$405.18	\$810.37	\$1,146.67	\$983.03	\$1,968.35	\$2,864.58	\$827.97	\$1,655.02	\$2,421.22	\$161.86
0.4063	\$410.71	\$821.42	\$1,162.31	\$393.96	\$787.94	\$1,114.93	\$969.51	\$1,941.24	\$2,832.84	\$814.45	\$1,627.91	\$2,389.48	\$175.37
0.4375	\$399.54	\$799.06	\$1,130.68	\$382.79	\$765.58	\$1,083.30	\$956.04	\$1,914.21	\$2,801.21	\$800.98	\$1,600.88	\$2,357.85	\$188.84
0.4688	\$388.32	\$776.64	\$1,098.94	\$371.57	\$743.16	\$1,051.56	\$942.52	\$1,887.10	\$2,769.47	\$787.46	\$1,573.77	\$2,326.11	\$202.35
0.5000	\$377.15	\$754.28	\$1,067.31	\$360.40	\$720.80	\$1,019.93	\$929.05	\$1,860.08	\$2,737.84	\$773.99	\$1,546.75	\$2,294.48	\$215.81
0.5313	\$365.93	\$731.85	\$1,035.57	\$349.18	\$698.37	\$988.19	\$915.53	\$1,832.97	\$2,706.10	\$760.47	\$1,519.64	\$2,262.74	\$229.32
0.5625	\$354.75	\$709.50	\$1,003.94	\$338.00	\$676.02	\$956.56	\$902.06	\$1,805.95	\$2,674.47	\$747.00	\$1,492.62	\$2,231.11	\$242.79
0.5938	\$343.54	\$687.07	\$972.21	\$326.79	\$653.59	\$924.83	\$888.55	\$1,778.84	\$2,642.74	\$733.49	\$1,465.51	\$2,199.38	\$256.30
0.6250	\$332.36	\$664.71	\$940.57	\$315.61	\$631.23	\$893.19	\$875.08	\$1,751.82	\$2,611.10	\$720.02	\$1,438.49	\$2,167.74	\$269.77
0.6563	\$321.15	\$642.28	\$908.84	\$304.40	\$608.80	\$861.46	\$861.56	\$1,724.71	\$2,579.37	\$706.50	\$1,411.38	\$2,136.01	\$283.27
0.6875	\$309.97	\$619.93	\$877.20	\$293.22	\$586.45	\$829.82	\$848.09	\$1,697.68	\$2,547.73	\$693.03	\$1,384.35	\$2,104.37	\$296.74
0.7188	\$298.76	\$597.50	\$845.47	\$282.01	\$564.02	\$798.09	\$834.57	\$1,670.57	\$2,516.00	\$679.51	\$1,357.24	\$2,072.64	\$310.25
0.7500	\$287.58	\$575.15	\$813.84	\$270.83	\$541.67	\$766.46	\$821.10	\$1,643.55	\$2,484.37	\$666.04	\$1,330.22	\$2,041.01	\$431.62
0.7813	\$276.36	\$552.72	\$782.10	\$259.61	\$519.24	\$734.72	\$807.58	\$1,616.44	\$2,452.63	\$652.52	\$1,303.11	\$2,009.27	\$431.62
0.8125	\$265.19	\$530.36	\$750.47	\$248.44	\$496.88	\$703.09	\$794.11	\$1,589.42	\$2,421.00	\$639.05	\$1,276.09	\$1,977.64	\$431.62
0.8438	\$253.97	\$507.93	\$718.73	\$237.22	\$474.45	\$671.35	\$780.60	\$1,562.31	\$2,389.26	\$625.54	\$1,248.98	\$1,945.90	\$431.62
0.8750	\$242.79	\$485.58	\$687.10	\$226.04	\$452.10	\$639.72	\$767.13	\$1,535.29	\$2,357.63	\$612.07	\$1,221.96	\$1,914.27	\$431.62
0.9063	\$231.58	\$463.15	\$655.36	\$214.83	\$429.67	\$607.98	\$753.61	\$1,508.18	\$2,325.89	\$598.55	\$1,194.85	\$1,882.53	\$431.62
0.9375	\$220.40	\$440.79	\$623.73	\$203.65	\$407.31	\$576.35	\$740.14	\$1,481.15	\$2,294.26	\$585.08	\$1,167.82	\$1,850.90	\$431.62
0.9688	\$209.19	\$418.37	\$591.99	\$192.44	\$384.89	\$544.61	\$726.62	\$1,454.04	\$2,262.52	\$571.56	\$1,140.71	\$1,819.16	\$431.62
1.0000	\$198.01	\$396.01	\$560.36	\$181.26	\$362.53	\$512.98	\$713.15	\$1,427.02	\$2,230.89	\$558.09	\$1,113.69	\$1,787.53	\$431.62

NON-REPRESENTED SALARIED EMPLOYEES
CLASSIFIED ADMIN. AND CONFIDENTIAL EMPLOYEES - 2014
AMOUNT TO BE PAID WILL BE BASED ON ACTUAL FTE. TABLES ARE ESTIMATES ONLY

Employee Only Employee + 1 Employee + 2/more	KAISER HMO (High Option)			KAISER HMO (Low Option)			HEALTH NET HMO (High Option)			HEALTH NET HMO (Low Option)			Cash In Lieu of Benefits Ten-Month Rate
	\$556.28 \$1,112.55 \$1,574.26			\$539.53 \$1,079.07 \$1,526.88			\$1,144.95 \$2,293.14 \$3,244.79			\$989.89 \$1,979.81 \$2,801.43			80% of \$539.53 = \$431.62
FTE	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more	Paid to Employee per month
Caps	\$830.86	\$830.86	\$1,013.90	\$830.86	\$830.86	\$1,013.90	\$830.86	\$830.86	\$1,013.90	\$830.86	\$830.86	\$1,013.90	
0.0000	\$556.28	\$1,112.55	\$1,574.26	\$539.53	\$1,079.07	\$1,526.88	\$1,144.95	\$2,293.14	\$3,244.79	\$989.89	\$1,979.81	\$2,801.43	\$0.00
0.0333	\$528.61	\$1,084.88	\$1,540.50	\$511.86	\$1,051.40	\$1,493.12	\$1,117.28	\$2,265.47	\$3,211.03	\$962.22	\$1,952.14	\$2,767.67	\$14.37
0.0667	\$500.86	\$1,057.13	\$1,506.63	\$484.11	\$1,023.65	\$1,459.25	\$1,089.53	\$2,237.72	\$3,177.16	\$934.47	\$1,924.39	\$2,733.80	\$28.79
0.1000	\$473.19	\$1,029.46	\$1,472.87	\$456.44	\$995.98	\$1,425.49	\$1,061.86	\$2,210.05	\$3,143.40	\$906.80	\$1,896.72	\$2,700.04	\$43.16
0.1333	\$445.53	\$1,001.80	\$1,439.11	\$428.78	\$968.32	\$1,391.73	\$1,034.20	\$2,182.39	\$3,109.64	\$879.14	\$1,869.06	\$2,666.28	\$57.54
0.1667	\$417.78	\$974.05	\$1,405.24	\$401.03	\$940.57	\$1,357.86	\$1,006.45	\$2,154.64	\$3,075.77	\$851.39	\$1,841.31	\$2,632.41	\$71.95
0.2000	\$390.11	\$946.38	\$1,371.48	\$373.36	\$912.90	\$1,324.10	\$978.78	\$2,126.97	\$3,042.01	\$823.72	\$1,813.64	\$2,598.65	\$86.32
0.2333	\$362.44	\$918.71	\$1,337.72	\$345.69	\$885.23	\$1,290.34	\$951.11	\$2,099.30	\$3,008.25	\$796.05	\$1,785.97	\$2,564.89	\$100.70
0.2667	\$334.69	\$890.96	\$1,303.85	\$317.94	\$857.48	\$1,256.47	\$923.36	\$2,071.55	\$2,974.38	\$768.30	\$1,758.22	\$2,531.02	\$115.11
0.3000	\$307.02	\$863.29	\$1,270.09	\$290.27	\$829.81	\$1,222.71	\$895.69	\$2,043.88	\$2,940.62	\$740.63	\$1,730.55	\$2,497.26	\$129.49
0.3333	\$279.35	\$835.62	\$1,236.33	\$262.60	\$802.14	\$1,188.95	\$868.02	\$2,016.21	\$2,906.86	\$712.96	\$1,702.88	\$2,463.50	\$143.86
0.3667	\$251.60	\$807.87	\$1,202.46	\$234.85	\$774.39	\$1,155.08	\$840.27	\$1,988.46	\$2,872.99	\$685.21	\$1,675.13	\$2,429.63	\$158.28
0.4000	\$223.94	\$780.21	\$1,168.70	\$207.19	\$746.73	\$1,121.32	\$812.61	\$1,960.80	\$2,839.23	\$657.55	\$1,647.47	\$2,395.87	\$172.65
0.4333	\$196.27	\$752.54	\$1,134.94	\$179.52	\$719.06	\$1,087.56	\$784.94	\$1,933.13	\$2,805.47	\$629.88	\$1,619.80	\$2,362.11	\$187.02
0.4667	\$168.52	\$724.79	\$1,101.07	\$151.77	\$691.31	\$1,053.69	\$757.19	\$1,905.38	\$2,771.60	\$602.13	\$1,592.05	\$2,328.24	\$201.44
0.5000	\$140.85	\$697.12	\$1,067.31	\$124.10	\$663.64	\$1,019.93	\$729.52	\$1,877.71	\$2,737.84	\$574.46	\$1,564.38	\$2,294.48	\$215.81
0.5333	\$113.18	\$669.45	\$1,033.55	\$96.43	\$635.97	\$986.17	\$701.85	\$1,850.04	\$2,704.08	\$546.79	\$1,536.71	\$2,260.72	\$230.19
0.5667	\$85.43	\$641.70	\$999.68	\$68.68	\$608.22	\$952.30	\$674.10	\$1,822.29	\$2,670.21	\$519.04	\$1,508.96	\$2,226.85	\$244.60
0.6000	\$57.76	\$614.03	\$965.92	\$41.01	\$580.55	\$918.54	\$646.43	\$1,794.62	\$2,636.45	\$491.37	\$1,481.29	\$2,193.09	\$258.97
0.6333	\$30.10	\$586.37	\$932.16	\$13.35	\$552.89	\$884.78	\$618.77	\$1,766.96	\$2,602.69	\$463.71	\$1,453.63	\$2,159.33	\$273.35
0.6667	\$2.35	\$558.62	\$898.29	\$0.00	\$525.14	\$850.91	\$591.02	\$1,739.21	\$2,568.82	\$435.96	\$1,425.88	\$2,125.46	\$287.76
0.7000	\$0.00	\$530.95	\$864.53	\$0.00	\$497.47	\$817.15	\$563.35	\$1,711.54	\$2,535.06	\$408.29	\$1,398.21	\$2,091.70	\$302.14
0.7333	\$0.00	\$281.69	\$560.36	\$0.00	\$248.21	\$512.98	\$314.09	\$1,462.28	\$2,230.89	\$159.03	\$1,148.95	\$1,787.53	\$431.62
0.7667	\$0.00	\$281.69	\$560.36	\$0.00	\$248.21	\$512.98	\$314.09	\$1,462.28	\$2,230.89	\$159.03	\$1,148.95	\$1,787.53	\$431.62
0.8000	\$0.00	\$281.69	\$560.36	\$0.00	\$248.21	\$512.98	\$314.09	\$1,462.28	\$2,230.89	\$159.03	\$1,148.95	\$1,787.53	\$431.62
0.8333	\$0.00	\$281.69	\$560.36	\$0.00	\$248.21	\$512.98	\$314.09	\$1,462.28	\$2,230.89	\$159.03	\$1,148.95	\$1,787.53	\$431.62
0.8667	\$0.00	\$281.69	\$560.36	\$0.00	\$248.21	\$512.98	\$314.09	\$1,462.28	\$2,230.89	\$159.03	\$1,148.95	\$1,787.53	\$431.62
0.9000	\$0.00	\$281.69	\$560.36	\$0.00	\$248.21	\$512.98	\$314.09	\$1,462.28	\$2,230.89	\$159.03	\$1,148.95	\$1,787.53	\$431.62
0.9333	\$0.00	\$281.69	\$560.36	\$0.00	\$248.21	\$512.98	\$314.09	\$1,462.28	\$2,230.89	\$159.03	\$1,148.95	\$1,787.53	\$431.62
0.9667	\$0.00	\$281.69	\$560.36	\$0.00	\$248.21	\$512.98	\$314.09	\$1,462.28	\$2,230.89	\$159.03	\$1,148.95	\$1,787.53	\$431.62
1.0000	\$0.00	\$281.69	\$560.36	\$0.00	\$248.21	\$512.98	\$314.09	\$1,462.28	\$2,230.89	\$159.03	\$1,148.95	\$1,787.53	\$431.62

NON-REPRESENTED SALARIED EMPLOYEES - 2014
CLASSIFIED ADMIN. AND CONFIDENTIAL EMPLOYEES
AMOUNT TO BE PAID WILL BE BASED ON ACTUAL FTE. TABLES ARE ESTIMATES ONLY

Employee Only Employee + 1 Employee + 2/more	HEALTH NET PPO PLAN			HEALTH NET POS PLAN			DELTA DENTAL		VSP (Vision Plan) (100% Employee Contribution)		
							DeltaCare DHMO	PPO			
FTE	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee Only	Employee +1	Employee + 2/more
Caps	\$830.86	\$830.86	\$1,013.90	\$830.86	\$830.86	\$1,013.90	\$66.15	\$66.15	\$0.00	\$0.00	\$0.00
0.0000	\$812.37	\$1,624.73	\$2,299.02	\$1,443.00	\$2,885.99	\$4,083.67	\$32.21	\$107.51	\$11.11	\$22.23	\$35.81
0.0333	\$784.70	\$1,597.06	\$2,265.26	\$1,415.33	\$2,858.32	\$4,049.91	\$30.01	\$105.31	\$11.11	\$22.23	\$35.81
0.0667	\$756.95	\$1,569.31	\$2,231.39	\$1,387.58	\$2,830.57	\$4,016.04	\$27.80	\$103.10	\$11.11	\$22.23	\$35.81
0.1000	\$729.28	\$1,541.64	\$2,197.63	\$1,359.91	\$2,802.90	\$3,982.28	\$25.60	\$100.90	\$11.11	\$22.23	\$35.81
0.1333	\$701.62	\$1,513.98	\$2,163.87	\$1,332.25	\$2,775.24	\$3,948.52	\$23.39	\$98.69	\$11.11	\$22.23	\$35.81
0.1667	\$673.87	\$1,486.23	\$2,130.00	\$1,304.50	\$2,747.49	\$3,914.65	\$21.18	\$96.48	\$11.11	\$22.23	\$35.81
0.2000	\$646.20	\$1,458.56	\$2,096.24	\$1,276.83	\$2,719.82	\$3,880.89	\$18.98	\$94.28	\$11.11	\$22.23	\$35.81
0.2333	\$618.53	\$1,430.89	\$2,062.48	\$1,249.16	\$2,692.15	\$3,847.13	\$16.78	\$92.08	\$11.11	\$22.23	\$35.81
0.2667	\$590.78	\$1,403.14	\$2,028.61	\$1,221.41	\$2,664.40	\$3,813.26	\$14.57	\$89.87	\$11.11	\$22.23	\$35.81
0.3000	\$563.11	\$1,375.47	\$1,994.85	\$1,193.74	\$2,636.73	\$3,779.50	\$12.37	\$87.67	\$11.11	\$22.23	\$35.81
0.3333	\$535.44	\$1,347.80	\$1,961.09	\$1,166.07	\$2,609.06	\$3,745.74	\$10.16	\$85.46	\$11.11	\$22.23	\$35.81
0.3667	\$507.69	\$1,320.05	\$1,927.22	\$1,138.32	\$2,581.31	\$3,711.87	\$7.95	\$83.25	\$11.11	\$22.23	\$35.81
0.4000	\$480.03	\$1,292.39	\$1,893.46	\$1,110.66	\$2,553.65	\$3,678.11	\$5.75	\$81.05	\$11.11	\$22.23	\$35.81
0.4333	\$452.36	\$1,264.72	\$1,859.70	\$1,082.99	\$2,525.98	\$3,644.35	\$3.55	\$78.85	\$11.11	\$22.23	\$35.81
0.4667	\$424.61	\$1,236.97	\$1,825.83	\$1,055.24	\$2,498.23	\$3,610.48	\$1.34	\$76.64	\$11.11	\$22.23	\$35.81
0.5000	\$396.94	\$1,209.30	\$1,792.07	\$1,027.57	\$2,470.56	\$3,576.72	\$0.00	\$74.44	\$11.11	\$22.23	\$35.81
0.5333	\$369.27	\$1,181.63	\$1,758.31	\$999.90	\$2,442.89	\$3,542.96	\$0.00	\$72.23	\$11.11	\$22.23	\$35.81
0.5667	\$341.52	\$1,153.88	\$1,724.44	\$972.15	\$2,415.14	\$3,509.09	\$0.00	\$70.02	\$11.11	\$22.23	\$35.81
0.6000	\$313.85	\$1,126.21	\$1,690.68	\$944.48	\$2,387.47	\$3,475.33	\$0.00	\$67.82	\$11.11	\$22.23	\$35.81
0.6333	\$286.19	\$1,098.55	\$1,656.92	\$916.82	\$2,359.81	\$3,441.57	\$0.00	\$65.62	\$11.11	\$22.23	\$35.81
0.6667	\$258.44	\$1,070.80	\$1,623.05	\$889.07	\$2,332.06	\$3,407.70	\$0.00	\$63.41	\$11.11	\$22.23	\$35.81
0.7000	\$230.77	\$1,043.13	\$1,589.29	\$861.40	\$2,304.39	\$3,373.94	\$0.00	\$61.21	\$11.11	\$22.23	\$35.81
0.7333	\$0.00	\$793.87	\$1,285.12	\$612.14	\$2,055.13	\$3,069.77	\$0.00	\$41.36	\$11.11	\$22.23	\$35.81
0.7667	\$0.00	\$793.87	\$1,285.12	\$612.14	\$2,055.13	\$3,069.77	\$0.00	\$41.36	\$11.11	\$22.23	\$35.81
0.8000	\$0.00	\$793.87	\$1,285.12	\$612.14	\$2,055.13	\$3,069.77	\$0.00	\$41.36	\$11.11	\$22.23	\$35.81
0.8333	\$0.00	\$793.87	\$1,285.12	\$612.14	\$2,055.13	\$3,069.77	\$0.00	\$41.36	\$11.11	\$22.23	\$35.81
0.8667	\$0.00	\$793.87	\$1,285.12	\$612.14	\$2,055.13	\$3,069.77	\$0.00	\$41.36	\$11.11	\$22.23	\$35.81
0.9000	\$0.00	\$793.87	\$1,285.12	\$612.14	\$2,055.13	\$3,069.77	\$0.00	\$41.36	\$11.11	\$22.23	\$35.81
0.9333	\$0.00	\$793.87	\$1,285.12	\$612.14	\$2,055.13	\$3,069.77	\$0.00	\$41.36	\$11.11	\$22.23	\$35.81
0.9667	\$0.00	\$793.87	\$1,285.12	\$612.14	\$2,055.13	\$3,069.77	\$0.00	\$41.36	\$11.11	\$22.23	\$35.81
1.0000	\$0.00	\$793.87	\$1,285.12	\$612.14	\$2,055.13	\$3,069.77	\$0.00	\$41.36	\$11.11	\$22.23	\$35.81

ADULT SCHOOL HOURLY TEACHERS - BFT (Nine Month Employees) - 2014

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

		KAISER HMO (High Option) Nine-Month Rate			KAISER HMO (Low Option) Nine-Month Rate			HEALTH NET HMO (High Option) Nine-Month Rate			HEALTH NET HMO (Low Option) Nine-Month Rate			Cash In Lieu of Benefits Nine-Month Rate
Employee Only		\$741.71			\$719.37			\$1,526.60			\$1,319.85			80% of \$719.37 = \$575.50
Employee + 1		\$1,483.40			\$1,438.76			\$3,057.52			\$2,639.75			
Employee + 2/more		\$2,099.01			\$2,035.84			\$4,326.39			\$3,735.24			
		Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more	Paid to Employee per month
Caps		\$719.37	\$719.37	\$719.37	\$719.37	\$719.37	\$719.37	\$719.37	\$719.37	\$719.37	\$719.37	\$719.37	\$719.37	
Hrs. Per Week														
30.00%	9.00	\$525.89	\$1,267.59	\$1,883.20	\$503.56	\$1,222.95	\$1,820.03	\$1,310.79	\$2,841.71	\$4,110.57	\$1,104.04	\$2,423.93	\$3,519.43	\$172.65
33.33%	10.00	\$501.94	\$1,243.63	\$1,859.25	\$479.61	\$1,198.99	\$1,796.07	\$1,286.83	\$2,817.75	\$4,086.62	\$1,080.09	\$2,399.98	\$3,495.47	\$191.81
36.67%	11.00	\$477.91	\$1,219.61	\$1,835.22	\$455.58	\$1,174.97	\$1,772.05	\$1,262.81	\$2,793.73	\$4,062.59	\$1,056.06	\$2,375.95	\$3,471.45	\$211.04
40.00%	12.00	\$453.96	\$1,195.65	\$1,811.26	\$431.62	\$1,151.01	\$1,748.09	\$1,238.85	\$2,769.77	\$4,038.64	\$1,032.10	\$2,352.00	\$3,447.49	\$230.20
43.33%	13.00	\$430.00	\$1,171.70	\$1,787.31	\$407.67	\$1,127.06	\$1,724.14	\$1,214.90	\$2,745.82	\$4,014.68	\$1,008.15	\$2,328.04	\$3,423.54	\$249.36
46.67%	14.00	\$405.98	\$1,147.67	\$1,763.28	\$383.64	\$1,103.03	\$1,700.11	\$1,190.87	\$2,721.79	\$3,990.66	\$984.12	\$2,304.02	\$3,399.51	\$268.59
50.00%	15.00	\$382.02	\$1,123.71	\$1,739.33	\$359.69	\$1,079.07	\$1,676.15	\$1,166.91	\$2,697.83	\$3,966.70	\$960.17	\$2,280.06	\$3,375.55	\$287.75
53.33%	16.00	\$358.06	\$1,099.76	\$1,715.37	\$335.73	\$1,055.12	\$1,652.20	\$1,142.96	\$2,673.88	\$3,942.74	\$936.21	\$2,256.10	\$3,351.60	\$306.91
56.67%	17.00	\$334.04	\$1,075.73	\$1,691.34	\$311.70	\$1,031.09	\$1,628.17	\$1,118.93	\$2,649.85	\$3,918.72	\$912.18	\$2,232.08	\$3,327.57	\$326.14
60.00%	18.00	\$310.08	\$1,051.78	\$1,667.39	\$287.75	\$1,007.14	\$1,604.22	\$1,094.98	\$2,625.90	\$3,894.76	\$888.23	\$2,208.12	\$3,303.62	\$345.30
63.33%	19.00	\$286.13	\$1,027.82	\$1,643.43	\$263.79	\$983.18	\$1,580.26	\$1,071.02	\$2,601.94	\$3,870.81	\$864.27	\$2,184.17	\$3,279.66	\$364.46
66.67%	20.00	\$262.10	\$1,003.79	\$1,619.41	\$239.77	\$959.15	\$1,556.23	\$1,046.99	\$2,577.91	\$3,846.78	\$840.25	\$2,160.14	\$3,255.63	\$383.68
70.00%	21.00	\$238.15	\$979.84	\$1,595.45	\$215.81	\$935.20	\$1,532.28	\$1,023.04	\$2,553.96	\$3,822.83	\$816.29	\$2,136.19	\$3,231.68	\$402.85
73.33%	22.00	\$214.19	\$955.88	\$1,571.50	\$191.86	\$911.24	\$1,508.32	\$999.08	\$2,530.00	\$3,798.87	\$792.34	\$2,112.23	\$3,207.72	\$422.01
76.67%	23.00	\$190.16	\$931.86	\$1,547.47	\$167.83	\$887.22	\$1,484.30	\$975.06	\$2,505.98	\$3,774.84	\$768.31	\$2,088.20	\$3,183.70	\$441.23
80.00%	24.00	\$166.21	\$907.90	\$1,523.51	\$143.87	\$863.26	\$1,460.34	\$951.10	\$2,482.02	\$3,750.89	\$744.35	\$2,064.25	\$3,159.74	\$460.40
83.33%	25.00	\$142.25	\$883.95	\$1,499.56	\$119.92	\$839.31	\$1,436.39	\$927.15	\$2,458.07	\$3,726.93	\$720.40	\$2,040.29	\$3,135.79	\$479.56
86.67%	26.00	\$118.23	\$859.92	\$1,475.53	\$95.89	\$815.28	\$1,412.36	\$903.12	\$2,434.04	\$3,702.91	\$696.37	\$2,016.27	\$3,111.76	\$498.78
90.00%	27.00	\$94.27	\$835.96	\$1,451.58	\$71.94	\$791.32	\$1,388.40	\$879.16	\$2,410.08	\$3,678.95	\$672.42	\$1,992.31	\$3,087.80	\$517.95
93.33%	28.00	\$70.32	\$812.01	\$1,427.62	\$47.98	\$767.37	\$1,364.45	\$855.21	\$2,386.13	\$3,655.00	\$648.46	\$1,968.36	\$3,063.85	\$537.11
96.67%	29.00	\$46.29	\$787.98	\$1,403.60	\$23.96	\$743.34	\$1,340.42	\$831.18	\$2,362.10	\$3,630.97	\$624.44	\$1,944.33	\$3,039.82	\$556.33
100.00%	30.00	\$22.33	\$764.03	\$1,379.64	\$0.00	\$719.39	\$1,316.47	\$807.23	\$2,338.15	\$3,607.01	\$600.48	\$1,920.37	\$3,015.87	\$575.50

ADULT SCHOOL HOURLY TEACHERS - BFT (Nine Month Employees) -2014

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

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

		HEALTH NET PPO PLAN Nine-Month Rates			HEALTH NET POS PLAN Nine-Month Rates			DELTA DENTAL Nine-Month Rates		VSP (Vision Plan) (100% Employee Contribution) Nine-Month Rates		
								Delta Care DHMO	PPO			
		Employee Only	Employee + 1	Employee + 2/more	Employee Only	Employee + 1	Employee + 2/more	Employee Only	Employee + 2/more	Employee Only	Employee + 1	Employee + 2/more
		\$1,083.16			\$1,924.00			\$42.95	\$143.35	\$14.81		
		\$2,166.31			\$3,847.99			\$42.95	\$143.35	\$29.64		
		\$3,065.36			\$5,444.89			\$42.95	\$143.35	\$47.75		
		Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee + 1	Employee + 2/more	Employee Only	Employee + 2/more	Employee Only	Employee + 1	Employee + 2/more
Caps		\$719.37	\$719.37	\$719.37	\$719.37	\$719.37	\$719.37	\$88.20	\$88.20	\$0.00	\$0.00	\$0.00
Hrs. Per Week												
30.00%	9.00	\$867.35	\$1,950.49	\$2,849.55	\$1,708.19	\$3,632.17	\$5,229.08	\$16.49	\$116.89	\$14.81	\$29.64	\$47.75
33.33%	10.00	\$843.39	\$1,926.54	\$2,825.59	\$1,684.23	\$3,608.22	\$5,205.13	\$13.55	\$113.95	\$14.81	\$29.64	\$47.75
36.67%	11.00	\$819.37	\$1,902.51	\$2,801.57	\$1,660.21	\$3,584.19	\$5,181.10	\$10.60	\$111.00	\$14.81	\$29.64	\$47.75
40.00%	12.00	\$795.41	\$1,878.56	\$2,777.61	\$1,636.25	\$3,560.24	\$5,157.14	\$7.67	\$108.07	\$14.81	\$29.64	\$47.75
43.33%	13.00	\$771.46	\$1,854.60	\$2,753.66	\$1,612.30	\$3,536.28	\$5,133.19	\$4.73	\$105.13	\$14.81	\$29.64	\$47.75
46.67%	14.00	\$747.43	\$1,830.58	\$2,729.63	\$1,588.27	\$3,512.26	\$5,109.16	\$1.78	\$102.18	\$14.81	\$29.64	\$47.75
50.00%	15.00	\$723.47	\$1,806.62	\$2,705.67	\$1,564.31	\$3,488.30	\$5,085.21	\$0.00	\$99.25	\$14.81	\$29.64	\$47.75
53.33%	16.00	\$699.52	\$1,782.66	\$2,681.72	\$1,540.36	\$3,464.34	\$5,061.25	\$0.00	\$96.31	\$14.81	\$29.64	\$47.75
56.67%	17.00	\$675.49	\$1,758.64	\$2,657.69	\$1,516.33	\$3,440.32	\$5,037.22	\$0.00	\$93.36	\$14.81	\$29.64	\$47.75
60.00%	18.00	\$651.54	\$1,734.68	\$2,633.74	\$1,492.38	\$3,416.36	\$5,013.27	\$0.00	\$90.43	\$14.81	\$29.64	\$47.75
63.33%	19.00	\$627.58	\$1,710.73	\$2,609.78	\$1,468.42	\$3,392.41	\$4,989.31	\$0.00	\$87.49	\$14.81	\$29.64	\$47.75
66.67%	20.00	\$603.55	\$1,686.70	\$2,585.75	\$1,444.39	\$3,368.38	\$4,965.29	\$0.00	\$84.54	\$14.81	\$29.64	\$47.75
70.00%	21.00	\$579.60	\$1,662.75	\$2,561.80	\$1,420.44	\$3,344.43	\$4,941.33	\$0.00	\$81.61	\$14.81	\$29.64	\$47.75
73.33%	22.00	\$555.64	\$1,638.79	\$2,537.84	\$1,396.48	\$3,320.47	\$4,917.38	\$0.00	\$78.67	\$14.81	\$29.64	\$47.75
76.67%	23.00	\$531.62	\$1,614.76	\$2,513.82	\$1,372.46	\$3,296.44	\$4,893.35	\$0.00	\$75.72	\$14.81	\$29.64	\$47.75
80.00%	24.00	\$507.66	\$1,590.81	\$2,489.86	\$1,348.50	\$3,272.49	\$4,869.39	\$0.00	\$72.79	\$14.81	\$29.64	\$47.75
83.33%	25.00	\$483.71	\$1,566.85	\$2,465.91	\$1,324.55	\$3,248.53	\$4,845.44	\$0.00	\$69.85	\$14.81	\$29.64	\$47.75
86.67%	26.00	\$459.68	\$1,542.83	\$2,441.88	\$1,300.52	\$3,224.51	\$4,821.41	\$0.00	\$66.90	\$14.81	\$29.64	\$47.75
90.00%	27.00	\$435.72	\$1,518.87	\$2,417.92	\$1,276.56	\$3,200.55	\$4,797.46	\$0.00	\$63.97	\$14.81	\$29.64	\$47.75
93.33%	28.00	\$411.77	\$1,494.92	\$2,393.97	\$1,252.61	\$3,176.60	\$4,773.50	\$0.00	\$61.03	\$14.81	\$29.64	\$47.75
96.67%	29.00	\$387.74	\$1,470.89	\$2,369.94	\$1,228.58	\$3,152.57	\$4,749.48	\$0.00	\$58.08	\$14.81	\$29.64	\$47.75
100.00%	30.00	\$363.79	\$1,446.93	\$2,345.99	\$1,204.63	\$3,128.61	\$4,725.52	\$0.00	\$55.15	\$14.81	\$29.64	\$47.75

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INDEPENDENT STUDY HOURLY TEACHERS - BFT (Ten Month Employees) - 2014

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

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

		KAISER HMO (High Option) Ten-Month Rate			KAISER HMO (Low Option) Ten-Month Rate			HEALTH NET HMO (High Option) Ten-Month Rate			HEALTH NET HMO (Low Option) Ten-Month Rate			Cash In Lieu of Benefits Ten-Month Rate
Employee Only		\$667.54			\$647.44			\$1,373.94			\$1,187.87			80% of \$647.44 = \$517.95
Employee + 1		\$1,335.06			\$1,294.88			\$2,751.77			\$2,375.77			
Employee + 2/more		\$1,889.11			\$1,832.26			\$3,893.75			\$3,361.72			
		Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more	Paid to Employee per month
Caps		\$429.92	\$859.85	\$1,216.68	\$429.92	\$859.85	\$1,216.68	\$518.16	\$1,039.34	\$1,216.68	\$518.16	\$1,039.34	\$1,216.68	
Hrs. Per Week														
30.00%	9.00	\$538.56	\$1,077.11	\$1,524.11	\$518.46	\$1,036.93	\$1,467.25	\$1,218.49	\$2,439.96	\$3,528.74	\$1,032.42	\$2,063.97	\$2,996.71	\$155.38
33.33%	10.00	\$524.24	\$1,048.47	\$1,483.59	\$504.14	\$1,008.30	\$1,426.74	\$1,201.24	\$2,405.35	\$3,488.23	\$1,015.17	\$2,029.36	\$2,956.20	\$172.63
36.67%	11.00	\$509.88	\$1,019.75	\$1,442.96	\$489.78	\$979.58	\$1,386.10	\$1,183.93	\$2,370.64	\$3,447.59	\$997.86	\$1,994.64	\$2,915.56	\$189.93
40.00%	12.00	\$495.57	\$991.12	\$1,402.44	\$475.47	\$950.94	\$1,345.58	\$1,166.68	\$2,336.03	\$3,407.08	\$980.60	\$1,960.03	\$2,875.04	\$207.18
43.33%	13.00	\$481.25	\$962.49	\$1,361.92	\$461.15	\$922.31	\$1,305.07	\$1,149.42	\$2,301.42	\$3,366.56	\$963.35	\$1,925.42	\$2,834.53	\$224.43
46.67%	14.00	\$466.89	\$933.77	\$1,321.29	\$446.79	\$893.59	\$1,264.43	\$1,132.11	\$2,266.71	\$3,325.92	\$946.04	\$1,890.71	\$2,793.89	\$241.73
50.00%	15.00	\$452.57	\$905.14	\$1,280.77	\$432.47	\$864.96	\$1,223.92	\$1,114.86	\$2,232.10	\$3,285.41	\$928.79	\$1,856.10	\$2,753.38	\$258.97
53.33%	16.00	\$438.26	\$876.50	\$1,240.26	\$418.16	\$836.33	\$1,183.40	\$1,097.61	\$2,197.49	\$3,244.89	\$911.53	\$1,821.49	\$2,712.86	\$276.22
56.67%	17.00	\$423.90	\$847.78	\$1,199.62	\$403.80	\$807.61	\$1,142.76	\$1,080.30	\$2,162.77	\$3,204.26	\$894.23	\$1,786.78	\$2,672.22	\$293.52
60.00%	18.00	\$409.58	\$819.15	\$1,159.10	\$389.48	\$778.98	\$1,102.25	\$1,063.04	\$2,128.16	\$3,163.74	\$876.97	\$1,752.17	\$2,631.71	\$310.77
63.33%	19.00	\$395.27	\$790.52	\$1,118.59	\$375.17	\$750.34	\$1,061.73	\$1,045.79	\$2,093.55	\$3,123.22	\$859.72	\$1,717.56	\$2,591.19	\$328.02
66.67%	20.00	\$380.91	\$761.80	\$1,077.95	\$360.81	\$721.62	\$1,021.10	\$1,028.48	\$2,058.84	\$3,082.59	\$842.41	\$1,682.84	\$2,550.56	\$345.32
70.00%	21.00	\$366.59	\$733.17	\$1,037.44	\$346.49	\$692.99	\$980.58	\$1,011.23	\$2,024.23	\$3,042.07	\$825.16	\$1,648.23	\$2,510.04	\$362.56
73.33%	22.00	\$352.27	\$704.53	\$996.92	\$332.17	\$664.36	\$940.06	\$993.97	\$1,989.62	\$3,001.56	\$807.90	\$1,613.62	\$2,469.52	\$379.81
76.67%	23.00	\$337.91	\$675.81	\$956.28	\$317.81	\$635.64	\$899.43	\$976.67	\$1,954.90	\$2,960.92	\$790.59	\$1,578.91	\$2,428.89	\$397.11
80.00%	24.00	\$323.60	\$647.18	\$915.77	\$303.50	\$607.01	\$858.91	\$959.41	\$1,920.29	\$2,920.40	\$773.34	\$1,544.30	\$2,388.37	\$414.36
83.33%	25.00	\$309.28	\$618.55	\$875.25	\$289.18	\$578.37	\$818.40	\$942.16	\$1,885.68	\$2,879.89	\$756.09	\$1,509.69	\$2,347.86	\$431.61
86.67%	26.00	\$294.92	\$589.83	\$834.62	\$274.82	\$549.65	\$777.76	\$924.85	\$1,850.97	\$2,839.25	\$738.78	\$1,474.97	\$2,307.22	\$448.91
90.00%	27.00	\$280.60	\$561.20	\$794.10	\$260.50	\$521.02	\$737.24	\$907.60	\$1,816.36	\$2,798.74	\$721.52	\$1,440.36	\$2,266.70	\$466.15
93.33%	28.00	\$266.29	\$532.56	\$753.58	\$246.19	\$492.39	\$696.73	\$890.34	\$1,781.75	\$2,758.22	\$704.27	\$1,405.75	\$2,226.19	\$483.40
96.67%	29.00	\$251.93	\$503.84	\$712.95	\$231.83	\$463.67	\$656.09	\$873.03	\$1,747.03	\$2,717.58	\$686.96	\$1,371.04	\$2,185.55	\$500.70
100.00%	30.00	\$237.61	\$475.21	\$672.43	\$217.51	\$435.04	\$615.58	\$855.78	\$1,712.42	\$2,677.07	\$669.71	\$1,336.43	\$2,145.04	\$517.95

INDEPENDENT STUDY HOURLY TEACHERS - BFT (Ten Month Employees) - 2014

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

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

		HEALTH NET PPO PLAN			HEALTH NET POS PLAN			DELTA DENTAL		VSP (Vision Plan)		
		Ten-Month Rate			Ten-Month Rate			DeltaCare	PPO	(100% Employee Contribution) Ten Month Rate		
								DHMO				
Employee Only		\$974.84			\$1,731.60			\$38.65	\$129.01	\$13.33		
Employee + 1		\$1,949.68			\$3,463.19			\$38.65	\$129.01	\$26.68		
Employee + 2/more		\$2,758.82			\$4,900.40			\$38.65	\$129.01	\$42.97		
		Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee Only	Employee +1	Employee + 2/more
Caps		\$518.16	\$1,039.34	\$1,216.68	\$518.16	\$1,039.34	\$1,216.68	\$79.38	\$79.38	\$0.00	\$0.00	\$0.00
Hrs. Per Week												
30.00%	9.00	\$819.40	\$1,637.87	\$2,393.82	\$1,576.15	\$3,151.38	\$4,535.40	\$14.84	\$105.20	\$13.33	\$26.68	\$42.97
33.33%	10.00	\$802.14	\$1,603.26	\$2,353.30	\$1,558.90	\$3,116.77	\$4,494.88	\$12.19	\$102.55	\$13.33	\$26.68	\$42.97
36.67%	11.00	\$784.83	\$1,568.55	\$2,312.67	\$1,541.59	\$3,082.06	\$4,454.25	\$9.54	\$99.90	\$13.33	\$26.68	\$42.97
40.00%	12.00	\$767.58	\$1,533.94	\$2,272.15	\$1,524.34	\$3,047.45	\$4,413.73	\$6.90	\$97.26	\$13.33	\$26.68	\$42.97
43.33%	13.00	\$750.33	\$1,499.33	\$2,231.64	\$1,507.08	\$3,012.84	\$4,373.22	\$4.26	\$94.62	\$13.33	\$26.68	\$42.97
46.67%	14.00	\$733.02	\$1,464.61	\$2,191.00	\$1,489.77	\$2,978.13	\$4,332.58	\$1.61	\$91.97	\$13.33	\$26.68	\$42.97
50.00%	15.00	\$715.76	\$1,430.00	\$2,150.48	\$1,472.52	\$2,943.52	\$4,292.06	\$0.00	\$89.32	\$13.33	\$26.68	\$42.97
53.33%	16.00	\$698.51	\$1,395.39	\$2,109.97	\$1,455.27	\$2,908.91	\$4,251.55	\$0.00	\$86.68	\$13.33	\$26.68	\$42.97
56.67%	17.00	\$681.20	\$1,360.68	\$2,069.33	\$1,437.96	\$2,874.19	\$4,210.91	\$0.00	\$84.03	\$13.33	\$26.68	\$42.97
60.00%	18.00	\$663.95	\$1,326.07	\$2,028.82	\$1,420.70	\$2,839.58	\$4,170.40	\$0.00	\$81.38	\$13.33	\$26.68	\$42.97
63.33%	19.00	\$646.69	\$1,291.46	\$1,988.30	\$1,403.45	\$2,804.97	\$4,129.88	\$0.00	\$78.74	\$13.33	\$26.68	\$42.97
66.67%	20.00	\$629.39	\$1,256.75	\$1,947.66	\$1,386.14	\$2,770.26	\$4,089.24	\$0.00	\$76.09	\$13.33	\$26.68	\$42.97
70.00%	21.00	\$612.13	\$1,222.14	\$1,907.15	\$1,368.89	\$2,735.65	\$4,048.73	\$0.00	\$73.45	\$13.33	\$26.68	\$42.97
73.33%	22.00	\$594.88	\$1,187.53	\$1,866.63	\$1,351.63	\$2,701.04	\$4,008.21	\$0.00	\$70.80	\$13.33	\$26.68	\$42.97
76.67%	23.00	\$577.57	\$1,152.81	\$1,826.00	\$1,334.33	\$2,666.32	\$3,967.58	\$0.00	\$68.15	\$13.33	\$26.68	\$42.97
80.00%	24.00	\$560.32	\$1,118.20	\$1,785.48	\$1,317.07	\$2,631.71	\$3,927.06	\$0.00	\$65.51	\$13.33	\$26.68	\$42.97
83.33%	25.00	\$543.06	\$1,083.59	\$1,744.96	\$1,299.82	\$2,597.10	\$3,886.54	\$0.00	\$62.86	\$13.33	\$26.68	\$42.97
86.67%	26.00	\$525.75	\$1,048.88	\$1,704.33	\$1,282.51	\$2,562.39	\$3,845.91	\$0.00	\$60.21	\$13.33	\$26.68	\$42.97
90.00%	27.00	\$508.50	\$1,014.27	\$1,663.81	\$1,265.26	\$2,527.78	\$3,805.39	\$0.00	\$57.57	\$13.33	\$26.68	\$42.97
93.33%	28.00	\$491.25	\$979.66	\$1,623.30	\$1,248.00	\$2,493.17	\$3,764.88	\$0.00	\$54.93	\$13.33	\$26.68	\$42.97
96.67%	29.00	\$473.94	\$944.94	\$1,582.66	\$1,230.69	\$2,458.45	\$3,724.24	\$0.00	\$52.28	\$13.33	\$26.68	\$42.97
100.00%	30.00	\$456.68	\$910.33	\$1,542.14	\$1,213.44	\$2,423.84	\$3,683.72	\$0.00	\$49.63	\$13.33	\$26.68	\$42.97