

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

2018 CalPERS Premium Rates Bay Area Region 12-Month			
Plans	EE	EE+1	FAM
Kaiser	\$779.86	\$1,559.72	\$2,027.64
Anthem HMO Select	\$856.41	\$1,712.82	\$2,226.67
Anthem HMO Traditional	\$925.47	\$1,850.94	\$2,406.22
Blue Shield Access+	\$889.02	\$1,778.04	\$2,311.45
Health Net SmartCare	\$863.48	\$1,726.96	\$2,245.05
United Healthcare	\$1,371.84	\$2,743.68	\$3,566.78
Western Health Advantage	\$792.56	\$1,585.12	\$2,060.66
PERS Choice	\$800.27	\$1,600.54	\$2,080.70
PERS Select	\$717.50	\$1,435.00	\$1,865.50
PERS Care	\$882.45	\$1,764.90	\$2,294.37
Cash-In-Lieu	\$623.89		
DELTA DENTAL PPO	\$104.86	\$104.86	\$104.86
DELTACARE DHMO	\$32.21	\$32.21	\$32.21
VSP	\$8.98	\$17.96	\$28.93

2018 CalPERS Premium Rates Bay Area Region 10-Month		
EE	EE+1	FAM
\$935.83	\$1,871.66	\$2,433.17
\$1,027.69	\$2,055.38	\$2,672.00
\$1,110.56	\$2,221.13	\$2,887.46
\$1,066.82	\$2,133.65	\$2,773.74
\$1,036.18	\$2,072.35	\$2,694.06
\$1,646.21	\$3,292.42	\$4,280.14
\$951.07	\$1,902.14	\$2,472.79
\$960.32	\$1,920.65	\$2,496.84
\$861.00	\$1,722.00	\$2,238.60
\$1,058.94	\$2,117.88	\$2,753.24
\$748.67		
\$125.83	\$125.83	\$125.83
\$38.65	\$38.65	\$38.65
\$10.78	\$21.55	\$34.72

2018 District Caps: 12-Month		
Medical	\$830.62	\$925.86
Dental		
DHMO	\$66.15	
PPO	\$66.15	

2018 District Caps: 10-Month		
\$996.74	\$1,111.03	\$1,330.68
\$79.38		
\$79.38		

Effective January 1, 2018

AS OF

UPDATED 8/16/2017

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

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

Employee Only Employee + 1 Employee + 2/more	Kaiser			Anthem HMO Select			Anthem HMO Traditional			Blue Shield Access+ HMO			Cash In Lieu of Benefits Ten-Month Rate
													80% of Kaiser = \$623.89
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	\$830.62	\$925.86	\$1,108.90	\$830.62	\$925.86	\$1,108.90	\$830.62	\$925.86	\$1,108.90	\$830.62	\$925.86	\$1,108.90	
0.00	\$779.86	\$1,559.72	\$2,027.64	\$856.41	\$1,712.82	\$2,226.67	\$925.47	\$1,850.94	\$2,406.22	\$889.02	\$1,778.04	\$2,311.45	\$0.00
0.03	\$752.20	\$1,528.89	\$1,990.71	\$828.75	\$1,681.99	\$2,189.74	\$897.81	\$1,820.11	\$2,369.29	\$861.36	\$1,747.21	\$2,274.52	\$20.78
0.07	\$724.46	\$1,497.97	\$1,953.68	\$801.01	\$1,651.07	\$2,152.71	\$870.07	\$1,789.19	\$2,332.26	\$833.62	\$1,716.29	\$2,237.49	\$41.61
0.10	\$696.80	\$1,467.13	\$1,916.75	\$773.35	\$1,620.23	\$2,115.78	\$842.41	\$1,758.35	\$2,295.33	\$805.96	\$1,685.45	\$2,200.56	\$62.39
0.13	\$669.14	\$1,436.30	\$1,879.82	\$745.69	\$1,589.40	\$2,078.85	\$814.75	\$1,727.52	\$2,258.40	\$778.30	\$1,654.62	\$2,163.63	\$83.16
0.17	\$641.40	\$1,405.38	\$1,842.79	\$717.95	\$1,558.48	\$2,041.82	\$787.01	\$1,696.60	\$2,221.37	\$750.56	\$1,623.70	\$2,126.60	\$104.00
0.20	\$613.74	\$1,374.55	\$1,805.86	\$690.29	\$1,527.65	\$2,004.89	\$759.35	\$1,665.77	\$2,184.44	\$722.90	\$1,592.87	\$2,089.67	\$124.78
0.23	\$586.08	\$1,343.72	\$1,768.93	\$662.63	\$1,496.82	\$1,967.96	\$731.69	\$1,634.94	\$2,147.51	\$695.24	\$1,562.04	\$2,052.74	\$145.55
0.27	\$558.33	\$1,312.79	\$1,731.90	\$634.88	\$1,465.89	\$1,930.93	\$703.94	\$1,604.01	\$2,110.48	\$667.49	\$1,531.11	\$2,015.71	\$166.39
0.30	\$530.67	\$1,281.96	\$1,694.97	\$607.22	\$1,435.06	\$1,894.00	\$676.28	\$1,573.18	\$2,073.55	\$639.83	\$1,500.28	\$1,978.78	\$187.17
0.33	\$503.01	\$1,251.13	\$1,658.04	\$579.56	\$1,404.23	\$1,857.07	\$648.62	\$1,542.35	\$2,036.62	\$612.17	\$1,469.45	\$1,941.85	\$207.94
0.37	\$475.27	\$1,220.21	\$1,621.01	\$551.82	\$1,373.31	\$1,820.04	\$620.88	\$1,511.43	\$1,999.59	\$584.43	\$1,438.53	\$1,904.82	\$228.78
0.40	\$447.61	\$1,189.38	\$1,584.08	\$524.16	\$1,342.48	\$1,783.11	\$593.22	\$1,480.60	\$1,962.66	\$556.77	\$1,407.70	\$1,867.89	\$249.56
0.43	\$419.95	\$1,158.54	\$1,547.15	\$496.50	\$1,311.64	\$1,746.18	\$565.56	\$1,449.76	\$1,925.73	\$529.11	\$1,376.86	\$1,830.96	\$270.33
0.47	\$392.21	\$1,127.62	\$1,510.12	\$468.76	\$1,280.72	\$1,709.15	\$537.82	\$1,418.84	\$1,888.70	\$501.37	\$1,345.94	\$1,793.93	\$291.17
0.50	\$364.55	\$1,096.79	\$1,473.19	\$441.10	\$1,249.89	\$1,672.22	\$510.16	\$1,388.01	\$1,851.77	\$473.71	\$1,315.11	\$1,757.00	\$311.94
0.53	\$336.89	\$1,065.96	\$1,436.26	\$413.44	\$1,219.06	\$1,635.29	\$482.50	\$1,357.18	\$1,814.84	\$446.05	\$1,284.28	\$1,720.07	\$332.72
0.57	\$309.15	\$1,035.04	\$1,399.23	\$385.70	\$1,188.14	\$1,598.26	\$454.76	\$1,326.26	\$1,777.81	\$418.31	\$1,253.36	\$1,683.04	\$353.56
0.60	\$281.49	\$1,004.20	\$1,362.30	\$358.04	\$1,157.30	\$1,561.33	\$427.10	\$1,295.42	\$1,740.88	\$390.65	\$1,222.52	\$1,646.11	\$374.33
0.63	\$253.83	\$973.37	\$1,325.37	\$330.38	\$1,126.47	\$1,524.40	\$399.44	\$1,264.59	\$1,703.95	\$362.99	\$1,191.69	\$1,609.18	\$395.11
0.67	\$226.09	\$942.45	\$1,288.34	\$302.64	\$1,095.55	\$1,487.37	\$371.70	\$1,233.67	\$1,666.92	\$335.25	\$1,160.77	\$1,572.15	\$415.95
0.70	\$198.43	\$911.62	\$1,251.41	\$274.98	\$1,064.72	\$1,450.44	\$344.04	\$1,202.84	\$1,629.99	\$307.59	\$1,129.94	\$1,535.22	\$436.72
0.73	\$0.00	\$633.86	\$918.74	\$25.79	\$786.96	\$1,117.77	\$94.85	\$925.08	\$1,297.32	\$58.40	\$852.18	\$1,202.55	\$623.89
0.77	\$0.00	\$633.86	\$918.74	\$25.79	\$786.96	\$1,117.77	\$94.85	\$925.08	\$1,297.32	\$58.40	\$852.18	\$1,202.55	\$623.89
0.80	\$0.00	\$633.86	\$918.74	\$25.79	\$786.96	\$1,117.77	\$94.85	\$925.08	\$1,297.32	\$58.40	\$852.18	\$1,202.55	\$623.89
0.83	\$0.00	\$633.86	\$918.74	\$25.79	\$786.96	\$1,117.77	\$94.85	\$925.08	\$1,297.32	\$58.40	\$852.18	\$1,202.55	\$623.89
0.87	\$0.00	\$633.86	\$918.74	\$25.79	\$786.96	\$1,117.77	\$94.85	\$925.08	\$1,297.32	\$58.40	\$852.18	\$1,202.55	\$623.89
0.90	\$0.00	\$633.86	\$918.74	\$25.79	\$786.96	\$1,117.77	\$94.85	\$925.08	\$1,297.32	\$58.40	\$852.18	\$1,202.55	\$623.89
0.93	\$0.00	\$633.86	\$918.74	\$25.79	\$786.96	\$1,117.77	\$94.85	\$925.08	\$1,297.32	\$58.40	\$852.18	\$1,202.55	\$623.89
0.97	\$0.00	\$633.86	\$918.74	\$25.79	\$786.96	\$1,117.77	\$94.85	\$925.08	\$1,297.32	\$58.40	\$852.18	\$1,202.55	\$623.89
1.00	\$0.00	\$633.86	\$918.74	\$25.79	\$786.96	\$1,117.77	\$94.85	\$925.08	\$1,297.32	\$58.40	\$852.18	\$1,202.55	\$623.89

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	Health Net SmartCare HMO			United Healthcare HMO			Western Health Advantage HMO		
	Employee Only	Employee + 1	Employee + 2/more	Employee Only	Employee + 1	Employee + 2/more	Employee Only	Employee + 1	Employee + 2/more
Employee Only	\$863.48			\$1,371.84			\$792.56		
Employee + 1	\$1,726.96			\$2,743.68			\$1,585.12		
Employee + 2/more	\$2,245.05			\$3,566.78			\$2,060.66		
FTE	Employee Only	Employee + 1	Employee + 2/more	Employee Only	Employee + 1	Employee + 2/more	Employee Only	Employee + 1	Employee + 2/more
Caps	\$830.62	\$925.86	\$1,108.90	\$830.62	\$925.86	\$1,108.90	\$830.62	\$925.86	\$1,108.90
0.00	\$863.48	\$1,726.96	\$2,245.05	\$1,371.84	\$2,743.68	\$3,566.78	\$792.56	\$1,585.12	\$2,060.66
0.03	\$835.82	\$1,696.13	\$2,208.12	\$1,344.18	\$2,712.85	\$3,529.85	\$764.90	\$1,554.29	\$2,023.73
0.07	\$808.08	\$1,665.21	\$2,171.09	\$1,316.44	\$2,681.93	\$3,492.82	\$737.16	\$1,523.37	\$1,986.70
0.10	\$780.42	\$1,634.37	\$2,134.16	\$1,288.78	\$2,651.09	\$3,455.89	\$709.50	\$1,492.53	\$1,949.77
0.13	\$752.76	\$1,603.54	\$2,097.23	\$1,261.12	\$2,620.26	\$3,418.96	\$681.84	\$1,461.70	\$1,912.84
0.17	\$725.02	\$1,572.62	\$2,060.20	\$1,233.38	\$2,589.34	\$3,381.93	\$654.10	\$1,430.78	\$1,875.81
0.20	\$697.36	\$1,541.79	\$2,023.27	\$1,205.72	\$2,558.51	\$3,345.00	\$626.44	\$1,399.95	\$1,838.88
0.23	\$669.70	\$1,510.96	\$1,986.34	\$1,178.06	\$2,527.68	\$3,308.07	\$598.78	\$1,369.12	\$1,801.95
0.27	\$641.95	\$1,480.03	\$1,949.31	\$1,150.31	\$2,496.75	\$3,271.04	\$571.03	\$1,338.19	\$1,764.92
0.30	\$614.29	\$1,449.20	\$1,912.38	\$1,122.65	\$2,465.92	\$3,234.11	\$543.37	\$1,307.36	\$1,727.99
0.33	\$586.63	\$1,418.37	\$1,875.45	\$1,094.99	\$2,435.09	\$3,197.18	\$515.71	\$1,276.53	\$1,691.06
0.37	\$558.89	\$1,387.45	\$1,838.42	\$1,067.25	\$2,404.17	\$3,160.15	\$487.97	\$1,245.61	\$1,654.03
0.40	\$531.23	\$1,356.62	\$1,801.49	\$1,039.59	\$2,373.34	\$3,123.22	\$460.31	\$1,214.78	\$1,617.10
0.43	\$503.57	\$1,325.78	\$1,764.56	\$1,011.93	\$2,342.50	\$3,086.29	\$432.65	\$1,183.94	\$1,580.17
0.47	\$475.83	\$1,294.86	\$1,727.53	\$984.19	\$2,311.58	\$3,049.26	\$404.91	\$1,153.02	\$1,543.14
0.50	\$448.17	\$1,264.03	\$1,690.60	\$956.53	\$2,280.75	\$3,012.33	\$377.25	\$1,122.19	\$1,506.21
0.53	\$420.51	\$1,233.20	\$1,653.67	\$928.87	\$2,249.92	\$2,975.40	\$349.59	\$1,091.36	\$1,469.28
0.57	\$392.77	\$1,202.28	\$1,616.64	\$901.13	\$2,219.00	\$2,938.37	\$321.85	\$1,060.44	\$1,432.25
0.60	\$365.11	\$1,171.44	\$1,579.71	\$873.47	\$2,188.16	\$2,901.44	\$294.19	\$1,029.60	\$1,395.32
0.63	\$337.45	\$1,140.61	\$1,542.78	\$845.81	\$2,157.33	\$2,864.51	\$266.53	\$998.77	\$1,358.39
0.67	\$309.71	\$1,109.69	\$1,505.75	\$818.07	\$2,126.41	\$2,827.48	\$238.79	\$967.85	\$1,321.36
0.70	\$282.05	\$1,078.86	\$1,468.82	\$790.41	\$2,095.58	\$2,790.55	\$211.13	\$937.02	\$1,284.43
0.73	\$32.86	\$801.10	\$1,136.15	\$541.22	\$1,817.82	\$2,457.88	\$0.00	\$659.26	\$951.76
0.77	\$32.86	\$801.10	\$1,136.15	\$541.22	\$1,817.82	\$2,457.88	\$0.00	\$659.26	\$951.76
0.80	\$32.86	\$801.10	\$1,136.15	\$541.22	\$1,817.82	\$2,457.88	\$0.00	\$659.26	\$951.76
0.83	\$32.86	\$801.10	\$1,136.15	\$541.22	\$1,817.82	\$2,457.88	\$0.00	\$659.26	\$951.76
0.87	\$32.86	\$801.10	\$1,136.15	\$541.22	\$1,817.82	\$2,457.88	\$0.00	\$659.26	\$951.76
0.90	\$32.86	\$801.10	\$1,136.15	\$541.22	\$1,817.82	\$2,457.88	\$0.00	\$659.26	\$951.76
0.93	\$32.86	\$801.10	\$1,136.15	\$541.22	\$1,817.82	\$2,457.88	\$0.00	\$659.26	\$951.76
0.97	\$32.86	\$801.10	\$1,136.15	\$541.22	\$1,817.82	\$2,457.88	\$0.00	\$659.26	\$951.76
1.00	\$32.86	\$801.10	\$1,136.15	\$541.22	\$1,817.82	\$2,457.88	\$0.00	\$659.26	\$951.76

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	PERS Choice			PERS Select			PERS Care		
	Employee Only	Employee + 1	Employee + 2/more	Employee Only	Employee + 1	Employee + 2/more	Employee Only	Employee + 1	Employee + 2/more
Employee Only	\$800.27			\$717.50			\$882.45		
Employee + 1	\$1,600.54			\$1,435.00			\$1,764.90		
Employee + 2/more	\$2,080.70			\$1,865.50			\$2,294.37		
FTE	Employee Only	Employee + 1	Employee + 2/more	Employee Only	Employee + 1	Employee + 2/more	Employee Only	Employee + 1	Employee + 2/more
Caps	\$830.62	\$925.86	\$1,108.90	\$830.62	\$925.86	\$1,108.90	\$830.62	\$925.86	\$1,108.90
0.00	\$800.27	\$1,600.54	\$2,080.70	\$717.50	\$1,435.00	\$1,865.50	\$882.45	\$1,764.90	\$2,294.37
0.03	\$772.61	\$1,569.71	\$2,043.77	\$689.84	\$1,404.17	\$1,828.57	\$854.79	\$1,734.07	\$2,257.44
0.07	\$744.87	\$1,538.79	\$2,006.74	\$662.10	\$1,373.25	\$1,791.54	\$827.05	\$1,703.15	\$2,220.41
0.10	\$717.21	\$1,507.95	\$1,969.81	\$634.44	\$1,342.41	\$1,754.61	\$799.39	\$1,672.31	\$2,183.48
0.13	\$689.55	\$1,477.12	\$1,932.88	\$606.78	\$1,311.58	\$1,717.68	\$771.73	\$1,641.48	\$2,146.55
0.17	\$661.81	\$1,446.20	\$1,895.85	\$579.04	\$1,280.66	\$1,680.65	\$743.99	\$1,610.56	\$2,109.52
0.20	\$634.15	\$1,415.37	\$1,858.92	\$551.38	\$1,249.83	\$1,643.72	\$716.33	\$1,579.73	\$2,072.59
0.23	\$606.49	\$1,384.54	\$1,821.99	\$523.72	\$1,219.00	\$1,606.79	\$688.67	\$1,548.90	\$2,035.66
0.27	\$578.74	\$1,353.61	\$1,784.96	\$495.97	\$1,188.07	\$1,569.76	\$660.92	\$1,517.97	\$1,998.63
0.30	\$551.08	\$1,322.78	\$1,748.03	\$468.31	\$1,157.24	\$1,532.83	\$633.26	\$1,487.14	\$1,961.70
0.33	\$523.42	\$1,291.95	\$1,711.10	\$440.65	\$1,126.41	\$1,495.90	\$605.60	\$1,456.31	\$1,924.77
0.37	\$495.68	\$1,261.03	\$1,674.07	\$412.91	\$1,095.49	\$1,458.87	\$577.86	\$1,425.39	\$1,887.74
0.40	\$468.02	\$1,230.20	\$1,637.14	\$385.25	\$1,064.66	\$1,421.94	\$550.20	\$1,394.56	\$1,850.81
0.43	\$440.36	\$1,199.36	\$1,600.21	\$357.59	\$1,033.82	\$1,385.01	\$522.54	\$1,363.72	\$1,813.88
0.47	\$412.62	\$1,168.44	\$1,563.18	\$329.85	\$1,002.90	\$1,347.98	\$494.80	\$1,332.80	\$1,776.85
0.50	\$384.96	\$1,137.61	\$1,526.25	\$302.19	\$972.07	\$1,311.05	\$467.14	\$1,301.97	\$1,739.92
0.53	\$357.30	\$1,106.78	\$1,489.32	\$274.53	\$941.24	\$1,274.12	\$439.48	\$1,271.14	\$1,702.99
0.57	\$329.56	\$1,075.86	\$1,452.29	\$246.79	\$910.32	\$1,237.09	\$411.74	\$1,240.22	\$1,665.96
0.60	\$301.90	\$1,045.02	\$1,415.36	\$219.13	\$879.48	\$1,200.16	\$384.08	\$1,209.38	\$1,629.03
0.63	\$274.24	\$1,014.19	\$1,378.43	\$191.47	\$848.65	\$1,163.23	\$356.42	\$1,178.55	\$1,592.10
0.67	\$246.50	\$983.27	\$1,341.40	\$163.73	\$817.73	\$1,126.20	\$328.68	\$1,147.63	\$1,555.07
0.70	\$218.84	\$952.44	\$1,304.47	\$136.07	\$786.90	\$1,089.27	\$301.02	\$1,116.80	\$1,518.14
0.73	\$0.00	\$674.68	\$971.80	\$0.00	\$509.14	\$756.60	\$51.83	\$839.04	\$1,185.47
0.77	\$0.00	\$674.68	\$971.80	\$0.00	\$509.14	\$756.60	\$51.83	\$839.04	\$1,185.47
0.80	\$0.00	\$674.68	\$971.80	\$0.00	\$509.14	\$756.60	\$51.83	\$839.04	\$1,185.47
0.83	\$0.00	\$674.68	\$971.80	\$0.00	\$509.14	\$756.60	\$51.83	\$839.04	\$1,185.47
0.87	\$0.00	\$674.68	\$971.80	\$0.00	\$509.14	\$756.60	\$51.83	\$839.04	\$1,185.47
0.90	\$0.00	\$674.68	\$971.80	\$0.00	\$509.14	\$756.60	\$51.83	\$839.04	\$1,185.47
0.93	\$0.00	\$674.68	\$971.80	\$0.00	\$509.14	\$756.60	\$51.83	\$839.04	\$1,185.47
0.97	\$0.00	\$674.68	\$971.80	\$0.00	\$509.14	\$756.60	\$51.83	\$839.04	\$1,185.47
1.00	\$0.00	\$674.68	\$971.80	\$0.00	\$509.14	\$756.60	\$51.83	\$839.04	\$1,185.47

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	DELTA DENTAL		VSP (Vision Plan) (100% Employee Contribution)		
	DeltaCare DHMO	PPO			
	Employee Only	Employee + 1	Employee + 2/more		
	\$32.21	\$104.86	\$8.98		
	\$32.21	\$104.86	\$17.96		
	\$32.21	\$104.86	\$28.93		
FTE	Employee Only or Family	Employee Only or Family	Employee Only	Employee +1	Employee + 2/more
Caps	\$66.15	\$66.15	\$0.00	\$0.00	\$0.00
0.00	\$32.21	\$104.86	\$8.98	\$17.96	\$28.93
0.03	\$30.01	\$102.66	\$8.98	\$17.96	\$28.93
0.07	\$27.80	\$100.45	\$8.98	\$17.96	\$28.93
0.10	\$25.60	\$98.25	\$8.98	\$17.96	\$28.93
0.13	\$23.39	\$96.04	\$8.98	\$17.96	\$28.93
0.17	\$21.18	\$93.83	\$8.98	\$17.96	\$28.93
0.20	\$18.98	\$91.63	\$8.98	\$17.96	\$28.93
0.23	\$16.78	\$89.43	\$8.98	\$17.96	\$28.93
0.27	\$14.57	\$87.22	\$8.98	\$17.96	\$28.93
0.30	\$12.37	\$85.02	\$8.98	\$17.96	\$28.93
0.33	\$10.16	\$82.81	\$8.98	\$17.96	\$28.93
0.37	\$7.95	\$80.60	\$8.98	\$17.96	\$28.93
0.40	\$5.75	\$78.40	\$8.98	\$17.96	\$28.93
0.43	\$3.55	\$76.20	\$8.98	\$17.96	\$28.93
0.47	\$1.34	\$73.99	\$8.98	\$17.96	\$28.93
0.50	\$0.00	\$71.79	\$8.98	\$17.96	\$28.93
0.53	\$0.00	\$69.58	\$8.98	\$17.96	\$28.93
0.57	\$0.00	\$67.37	\$8.98	\$17.96	\$28.93
0.60	\$0.00	\$65.17	\$8.98	\$17.96	\$28.93
0.63	\$0.00	\$62.97	\$8.98	\$17.96	\$28.93
0.67	\$0.00	\$60.76	\$8.98	\$17.96	\$28.93
0.70	\$0.00	\$58.56	\$8.98	\$17.96	\$28.93
0.73	\$0.00	\$38.71	\$8.98	\$17.96	\$28.93
0.77	\$0.00	\$38.71	\$8.98	\$17.96	\$28.93
0.80	\$0.00	\$38.71	\$8.98	\$17.96	\$28.93
0.83	\$0.00	\$38.71	\$8.98	\$17.96	\$28.93
0.87	\$0.00	\$38.71	\$8.98	\$17.96	\$28.93
0.90	\$0.00	\$38.71	\$8.98	\$17.96	\$28.93
0.93	\$0.00	\$38.71	\$8.98	\$17.96	\$28.93
0.97	\$0.00	\$38.71	\$8.98	\$17.96	\$28.93
1.00	\$0.00	\$38.71	\$8.98	\$17.96	\$28.93

Effective January 1, 2018

UPDATED 8/16/2017

LOCAL 21 - CLASSIFIED SALARIED EMPLOYEES - TEN Month Employees

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

Employee Only Employee + 1 Employee + 2/more	Kaiser 10-Month Rates			Anthem HMO Select 10-Month Rates			Anthem HMO Traditional 10-Month Rates			Blue Shield Access+ HMO 10-Month Rates			Cash In Lieu of Benefits (paid 10 months)
	\$935.83 \$1,871.66 \$2,433.17			\$1,027.69 \$2,055.38 \$2,672.00			\$1,110.56 \$2,221.13 \$2,887.46			\$1,066.82 \$2,133.65 \$2,773.74			80% of Kaiser = \$748.67
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	\$996.74	\$1,111.03	\$1,330.68	\$996.74	\$1,111.03	\$1,330.68	\$996.74	\$1,111.03	\$1,330.68	\$996.74	\$1,111.03	\$1,330.68	
0.00	\$935.83	\$1,871.66	\$2,433.17	\$1,027.69	\$2,055.38	\$2,672.00	\$1,110.56	\$2,221.13	\$2,887.46	\$1,066.82	\$2,133.65	\$2,773.74	\$0.00
0.03	\$902.64	\$1,834.67	\$2,388.86	\$994.50	\$2,018.39	\$2,627.69	\$1,077.37	\$2,184.13	\$2,843.15	\$1,033.63	\$2,096.65	\$2,729.43	\$24.93
0.07	\$869.35	\$1,797.56	\$2,344.41	\$961.21	\$1,981.28	\$2,583.25	\$1,044.08	\$2,147.02	\$2,798.71	\$1,000.34	\$2,059.54	\$2,684.98	\$49.94
0.10	\$836.16	\$1,760.56	\$2,300.10	\$928.02	\$1,944.28	\$2,538.94	\$1,010.89	\$2,110.02	\$2,754.40	\$967.15	\$2,022.54	\$2,640.67	\$74.87
0.13	\$802.97	\$1,723.56	\$2,255.79	\$894.83	\$1,907.28	\$2,494.62	\$977.70	\$2,073.03	\$2,710.08	\$933.96	\$1,985.55	\$2,596.36	\$99.80
0.17	\$769.67	\$1,686.45	\$2,211.34	\$861.53	\$1,870.17	\$2,450.18	\$944.41	\$2,035.92	\$2,665.64	\$900.67	\$1,948.44	\$2,551.92	\$124.80
0.20	\$736.48	\$1,649.46	\$2,167.03	\$828.34	\$1,833.18	\$2,405.87	\$911.22	\$1,998.92	\$2,621.33	\$867.48	\$1,911.44	\$2,507.60	\$149.73
0.23	\$703.29	\$1,612.46	\$2,122.72	\$795.15	\$1,796.18	\$2,361.56	\$878.02	\$1,961.92	\$2,577.02	\$834.28	\$1,874.44	\$2,463.29	\$174.66
0.27	\$670.00	\$1,575.35	\$2,078.28	\$761.86	\$1,759.07	\$2,317.11	\$844.73	\$1,924.82	\$2,532.57	\$800.99	\$1,837.34	\$2,418.85	\$199.67
0.30	\$636.81	\$1,538.35	\$2,033.96	\$728.67	\$1,722.07	\$2,272.80	\$811.54	\$1,887.82	\$2,488.26	\$767.80	\$1,800.34	\$2,374.54	\$224.60
0.33	\$603.62	\$1,501.36	\$1,989.65	\$695.48	\$1,685.08	\$2,228.49	\$778.35	\$1,850.82	\$2,443.95	\$734.61	\$1,763.34	\$2,330.22	\$249.53
0.37	\$570.33	\$1,464.25	\$1,945.21	\$662.19	\$1,647.97	\$2,184.04	\$745.06	\$1,813.71	\$2,399.50	\$701.32	\$1,726.23	\$2,285.78	\$274.54
0.40	\$537.13	\$1,427.25	\$1,900.90	\$628.99	\$1,610.97	\$2,139.73	\$711.87	\$1,776.72	\$2,355.19	\$668.13	\$1,689.24	\$2,241.47	\$299.47
0.43	\$503.94	\$1,390.25	\$1,856.58	\$595.80	\$1,573.97	\$2,095.42	\$678.67	\$1,739.72	\$2,310.88	\$634.93	\$1,652.24	\$2,197.16	\$324.40
0.47	\$470.65	\$1,353.15	\$1,812.14	\$562.51	\$1,536.87	\$2,050.98	\$645.38	\$1,702.61	\$2,266.44	\$601.64	\$1,615.13	\$2,152.71	\$349.40
0.50	\$437.46	\$1,316.15	\$1,767.83	\$529.32	\$1,499.87	\$2,006.66	\$612.19	\$1,665.61	\$2,222.12	\$568.45	\$1,578.13	\$2,108.40	\$374.33
0.53	\$404.27	\$1,279.15	\$1,723.52	\$496.13	\$1,462.87	\$1,962.35	\$579.00	\$1,628.61	\$2,177.81	\$535.26	\$1,541.13	\$2,064.09	\$399.26
0.57	\$370.98	\$1,242.04	\$1,679.07	\$462.84	\$1,425.76	\$1,917.91	\$545.71	\$1,591.51	\$2,133.37	\$501.97	\$1,504.03	\$2,019.64	\$424.27
0.60	\$337.79	\$1,205.04	\$1,634.76	\$429.65	\$1,388.76	\$1,873.60	\$512.52	\$1,554.51	\$2,089.06	\$468.78	\$1,467.03	\$1,975.33	\$449.20
0.63	\$304.59	\$1,168.05	\$1,590.45	\$396.45	\$1,351.77	\$1,829.28	\$479.33	\$1,517.51	\$2,044.74	\$435.59	\$1,430.03	\$1,931.02	\$474.13
0.67	\$271.30	\$1,130.94	\$1,546.00	\$363.16	\$1,314.66	\$1,784.84	\$446.03	\$1,480.40	\$2,000.30	\$402.29	\$1,392.92	\$1,886.58	\$499.14
0.70	\$238.11	\$1,093.94	\$1,501.69	\$329.97	\$1,277.66	\$1,740.53	\$412.84	\$1,443.41	\$1,955.99	\$369.10	\$1,355.93	\$1,842.26	\$524.07
0.73	\$0.00	\$760.63	\$1,102.49	\$30.95	\$944.35	\$1,341.32	\$113.82	\$1,110.10	\$1,556.78	\$70.08	\$1,022.62	\$1,443.06	\$748.67
0.77	\$0.00	\$760.63	\$1,102.49	\$30.95	\$944.35	\$1,341.32	\$113.82	\$1,110.10	\$1,556.78	\$70.08	\$1,022.62	\$1,443.06	\$748.67
0.80	\$0.00	\$760.63	\$1,102.49	\$30.95	\$944.35	\$1,341.32	\$113.82	\$1,110.10	\$1,556.78	\$70.08	\$1,022.62	\$1,443.06	\$748.67
0.83	\$0.00	\$760.63	\$1,102.49	\$30.95	\$944.35	\$1,341.32	\$113.82	\$1,110.10	\$1,556.78	\$70.08	\$1,022.62	\$1,443.06	\$748.67
0.87	\$0.00	\$760.63	\$1,102.49	\$30.95	\$944.35	\$1,341.32	\$113.82	\$1,110.10	\$1,556.78	\$70.08	\$1,022.62	\$1,443.06	\$748.67
0.90	\$0.00	\$760.63	\$1,102.49	\$30.95	\$944.35	\$1,341.32	\$113.82	\$1,110.10	\$1,556.78	\$70.08	\$1,022.62	\$1,443.06	\$748.67
0.93	\$0.00	\$760.63	\$1,102.49	\$30.95	\$944.35	\$1,341.32	\$113.82	\$1,110.10	\$1,556.78	\$70.08	\$1,022.62	\$1,443.06	\$748.67
0.97	\$0.00	\$760.63	\$1,102.49	\$30.95	\$944.35	\$1,341.32	\$113.82	\$1,110.10	\$1,556.78	\$70.08	\$1,022.62	\$1,443.06	\$748.67
1.00	\$0.00	\$760.63	\$1,102.49	\$30.95	\$944.35	\$1,341.32	\$113.82	\$1,110.10	\$1,556.78	\$70.08	\$1,022.62	\$1,443.06	\$748.67

Effective January 1, 2018

UPDATED 8/16/2017

LOCAL 21 - CLASSIFIED SALARIED EMPLOYEES - TEN Month Employees

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

	Health Net SmartCare HMO 10-Month Rates			United Healthcare HMO 10-Month Rates			Western Health Advantage HMO 10-Month Rates		
	Employee Only	Employee + 1	Employee + 2/more	Employee Only	Employee + 1	Employee + 2/more	Employee Only	Employee + 1	Employee + 2/more
Employee Only	\$1,036.18			\$1,646.21			\$951.07		
Employee + 1	\$2,072.35			\$3,292.42			\$1,902.14		
Employee + 2/more	\$2,694.06			\$4,280.14			\$2,472.79		
FTE	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more
Caps	\$996.74	\$1,111.03	\$1,330.68	\$996.74	\$1,111.03	\$1,330.68	\$996.74	\$1,111.03	\$1,330.68
0.00	\$1,036.18	\$2,072.35	\$2,694.06	\$1,646.21	\$3,292.42	\$4,280.14	\$951.07	\$1,902.14	\$2,472.79
0.03	\$1,002.98	\$2,035.35	\$2,649.75	\$1,613.02	\$3,255.42	\$4,235.82	\$917.88	\$1,865.15	\$2,435.79
0.07	\$969.69	\$1,998.25	\$2,605.30	\$1,579.73	\$3,218.31	\$4,191.38	\$884.59	\$1,828.04	\$2,398.69
0.10	\$936.50	\$1,961.25	\$2,560.99	\$1,546.53	\$3,181.31	\$4,147.07	\$851.40	\$1,791.04	\$2,361.69
0.13	\$903.31	\$1,924.25	\$2,516.68	\$1,513.34	\$3,144.32	\$4,102.76	\$818.21	\$1,754.04	\$2,324.69
0.17	\$870.02	\$1,887.14	\$2,472.24	\$1,480.05	\$3,107.21	\$4,058.31	\$784.91	\$1,716.93	\$2,287.58
0.20	\$836.83	\$1,850.15	\$2,427.92	\$1,446.86	\$3,070.21	\$4,014.00	\$751.72	\$1,679.94	\$2,250.59
0.23	\$803.64	\$1,813.15	\$2,383.61	\$1,413.67	\$3,033.21	\$3,969.69	\$718.53	\$1,642.94	\$2,213.59
0.27	\$770.34	\$1,776.04	\$2,339.17	\$1,380.38	\$2,996.10	\$3,925.24	\$685.24	\$1,605.83	\$2,176.48
0.30	\$737.15	\$1,739.04	\$2,294.86	\$1,347.18	\$2,959.11	\$3,880.93	\$652.05	\$1,568.83	\$2,139.48
0.33	\$703.96	\$1,702.05	\$2,250.54	\$1,313.99	\$2,922.11	\$3,836.62	\$618.86	\$1,531.84	\$2,102.49
0.37	\$670.67	\$1,664.94	\$2,206.10	\$1,280.70	\$2,885.00	\$3,792.18	\$585.57	\$1,494.73	\$2,065.38
0.40	\$637.48	\$1,627.94	\$2,161.79	\$1,247.51	\$2,848.00	\$3,747.86	\$552.37	\$1,457.73	\$2,028.38
0.43	\$604.29	\$1,590.94	\$2,117.48	\$1,214.32	\$2,811.01	\$3,703.55	\$519.18	\$1,420.73	\$1,991.38
0.47	\$571.00	\$1,553.83	\$2,073.03	\$1,181.03	\$2,773.90	\$3,659.11	\$485.89	\$1,383.63	\$1,954.27
0.50	\$537.80	\$1,516.84	\$2,028.72	\$1,147.84	\$2,736.90	\$3,614.80	\$452.70	\$1,346.63	\$1,917.28
0.53	\$504.61	\$1,479.84	\$1,984.41	\$1,114.64	\$2,699.90	\$3,570.48	\$419.51	\$1,309.63	\$1,880.28
0.57	\$471.32	\$1,442.73	\$1,939.96	\$1,081.35	\$2,662.79	\$3,526.04	\$386.22	\$1,272.52	\$1,843.17
0.60	\$438.13	\$1,405.73	\$1,895.65	\$1,048.16	\$2,625.80	\$3,481.73	\$353.03	\$1,235.52	\$1,806.17
0.63	\$404.94	\$1,368.74	\$1,851.34	\$1,014.97	\$2,588.80	\$3,437.42	\$319.83	\$1,198.53	\$1,769.18
0.67	\$371.65	\$1,331.63	\$1,806.90	\$981.68	\$2,551.69	\$3,392.97	\$286.54	\$1,161.42	\$1,732.07
0.70	\$338.46	\$1,294.63	\$1,762.58	\$948.49	\$2,514.69	\$3,348.66	\$253.35	\$1,124.42	\$1,695.07
0.73	\$39.43	\$961.32	\$1,363.38	\$649.46	\$2,181.38	\$2,949.46	\$0.00	\$791.11	\$1,142.11
0.77	\$39.43	\$961.32	\$1,363.38	\$649.46	\$2,181.38	\$2,949.46	\$0.00	\$791.11	\$1,142.11
0.80	\$39.43	\$961.32	\$1,363.38	\$649.46	\$2,181.38	\$2,949.46	\$0.00	\$791.11	\$1,142.11
0.83	\$39.43	\$961.32	\$1,363.38	\$649.46	\$2,181.38	\$2,949.46	\$0.00	\$791.11	\$1,142.11
0.87	\$39.43	\$961.32	\$1,363.38	\$649.46	\$2,181.38	\$2,949.46	\$0.00	\$791.11	\$1,142.11
0.90	\$39.43	\$961.32	\$1,363.38	\$649.46	\$2,181.38	\$2,949.46	\$0.00	\$791.11	\$1,142.11
0.93	\$39.43	\$961.32	\$1,363.38	\$649.46	\$2,181.38	\$2,949.46	\$0.00	\$791.11	\$1,142.11
0.97	\$39.43	\$961.32	\$1,363.38	\$649.46	\$2,181.38	\$2,949.46	\$0.00	\$791.11	\$1,142.11
1.00	\$39.43	\$961.32	\$1,363.38	\$649.46	\$2,181.38	\$2,949.46	\$0.00	\$791.11	\$1,142.11

Effective January 1, 2018

UPDATED 8/16/2017

LOCAL 21 - CLASSIFIED SALARIED EMPLOYEES - TEN Month Employees

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

	PERS Choice 10-Month Rates			PERS Select 10-Month Rates			PERS Care 10-Month Rates		
	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more
Employee Only	\$960.32			\$861.00			\$1,058.94		
Employee + 1	\$1,920.65			\$1,722.00			\$2,117.88		
Employee + 2/more	\$2,496.84			\$2,238.60			\$2,753.24		
FTE	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more
Caps	\$996.74	\$1,111.03	\$1,330.68	\$996.74	\$1,111.03	\$1,330.68	\$996.74	\$1,111.03	\$1,330.68
0.00	\$960.32	\$1,920.65	\$2,496.84	\$861.00	\$1,722.00	\$2,238.60	\$1,058.94	\$2,117.88	\$2,753.24
0.03	\$927.13	\$1,883.65	\$2,452.53	\$827.81	\$1,685.00	\$2,194.29	\$1,025.75	\$2,080.88	\$2,708.93
0.07	\$893.84	\$1,846.54	\$2,408.08	\$794.52	\$1,647.89	\$2,149.84	\$992.46	\$2,043.77	\$2,664.49
0.10	\$860.65	\$1,809.54	\$2,363.77	\$761.33	\$1,610.90	\$2,105.53	\$959.27	\$2,006.78	\$2,620.18
0.13	\$827.46	\$1,772.55	\$2,319.46	\$728.13	\$1,573.90	\$2,061.22	\$926.07	\$1,969.78	\$2,575.86
0.17	\$794.17	\$1,735.44	\$2,275.02	\$694.84	\$1,536.79	\$2,016.78	\$892.78	\$1,932.67	\$2,531.42
0.20	\$760.98	\$1,698.44	\$2,230.70	\$661.65	\$1,499.79	\$1,972.46	\$859.59	\$1,895.67	\$2,487.11
0.23	\$727.78	\$1,661.44	\$2,186.39	\$628.46	\$1,462.80	\$1,928.15	\$826.40	\$1,858.68	\$2,442.80
0.27	\$694.49	\$1,624.34	\$2,141.95	\$595.17	\$1,425.69	\$1,883.71	\$793.11	\$1,821.57	\$2,398.35
0.30	\$661.30	\$1,587.34	\$2,097.64	\$561.98	\$1,388.69	\$1,839.40	\$759.92	\$1,784.57	\$2,354.04
0.33	\$628.11	\$1,550.34	\$2,053.32	\$528.79	\$1,351.69	\$1,795.08	\$726.73	\$1,747.57	\$2,309.73
0.37	\$594.82	\$1,513.23	\$2,008.88	\$495.49	\$1,314.58	\$1,750.64	\$693.43	\$1,710.46	\$2,265.28
0.40	\$561.63	\$1,476.24	\$1,964.57	\$462.30	\$1,277.59	\$1,706.33	\$660.24	\$1,673.47	\$2,220.97
0.43	\$528.43	\$1,439.24	\$1,920.26	\$429.11	\$1,240.59	\$1,662.02	\$627.05	\$1,636.47	\$2,176.66
0.47	\$495.14	\$1,402.13	\$1,875.81	\$395.82	\$1,203.48	\$1,617.57	\$593.76	\$1,599.36	\$2,132.22
0.50	\$461.95	\$1,365.13	\$1,831.50	\$362.63	\$1,166.48	\$1,573.26	\$560.57	\$1,562.36	\$2,087.90
0.53	\$428.76	\$1,328.13	\$1,787.19	\$329.44	\$1,129.49	\$1,528.95	\$527.38	\$1,525.37	\$2,043.59
0.57	\$395.47	\$1,291.03	\$1,742.74	\$296.15	\$1,092.38	\$1,484.50	\$494.09	\$1,488.26	\$1,999.15
0.60	\$362.28	\$1,254.03	\$1,698.43	\$262.95	\$1,055.38	\$1,440.19	\$460.89	\$1,451.26	\$1,954.84
0.63	\$329.09	\$1,217.03	\$1,654.12	\$229.76	\$1,018.38	\$1,395.88	\$427.70	\$1,414.26	\$1,910.52
0.67	\$295.79	\$1,179.92	\$1,609.68	\$196.47	\$981.27	\$1,351.44	\$394.41	\$1,377.15	\$1,866.08
0.70	\$262.60	\$1,142.93	\$1,565.36	\$163.28	\$944.28	\$1,307.12	\$361.22	\$1,340.16	\$1,821.77
0.73	\$0.00	\$809.62	\$1,166.16	\$0.00	\$610.97	\$907.92	\$62.20	\$1,006.85	\$1,422.56
0.77	\$0.00	\$809.62	\$1,166.16	\$0.00	\$610.97	\$907.92	\$62.20	\$1,006.85	\$1,422.56
0.80	\$0.00	\$809.62	\$1,166.16	\$0.00	\$610.97	\$907.92	\$62.20	\$1,006.85	\$1,422.56
0.83	\$0.00	\$809.62	\$1,166.16	\$0.00	\$610.97	\$907.92	\$62.20	\$1,006.85	\$1,422.56
0.87	\$0.00	\$809.62	\$1,166.16	\$0.00	\$610.97	\$907.92	\$62.20	\$1,006.85	\$1,422.56
0.90	\$0.00	\$809.62	\$1,166.16	\$0.00	\$610.97	\$907.92	\$62.20	\$1,006.85	\$1,422.56
0.93	\$0.00	\$809.62	\$1,166.16	\$0.00	\$610.97	\$907.92	\$62.20	\$1,006.85	\$1,422.56
0.97	\$0.00	\$809.62	\$1,166.16	\$0.00	\$610.97	\$907.92	\$62.20	\$1,006.85	\$1,422.56
1.00	\$0.00	\$809.62	\$1,166.16	\$0.00	\$610.97	\$907.92	\$62.20	\$1,006.85	\$1,422.56

Effective January 1, 2018

UPDATED 8/16/2017

LOCAL 21 - CLASSIFIED SALARIED EMPLOYEES - TEN Month Employees

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

	DELTA DENTAL		VSP (Vision Plan) 10-Month Rates (100% Employee Contribution)		
	DeltaCare DHMO	PPO			
	Employee Only	Employee Only or Family	Employee Only	Employee +1	Employee + 2/more
Employee Only	\$38.65	\$125.83	\$10.78	\$21.55	\$34.72
Employee + 1	\$38.65	\$125.83	\$10.78	\$21.55	\$34.72
Employee + 2/more	\$38.65	\$125.83	\$10.78	\$21.55	\$34.72
FTE	Employee Only or Family	Employee Only or Family	Employee Only	Employee +1	Employee + 2/more
Caps	\$79.38	\$79.38	\$0.00	\$0.00	\$0.00
0.00	\$38.65	\$125.83	\$10.78	\$21.55	\$34.72
0.03	\$36.01	\$123.19	\$10.78	\$21.55	\$34.72
0.07	\$33.36	\$120.54	\$10.78	\$21.55	\$34.72
0.10	\$30.72	\$117.89	\$10.78	\$21.55	\$34.72
0.13	\$28.07	\$115.25	\$10.78	\$21.55	\$34.72
0.17	\$25.42	\$112.60	\$10.78	\$21.55	\$34.72
0.20	\$22.78	\$109.96	\$10.78	\$21.55	\$34.72
0.23	\$20.14	\$107.32	\$10.78	\$21.55	\$34.72
0.27	\$17.48	\$104.67	\$10.78	\$21.55	\$34.72
0.30	\$14.84	\$102.03	\$10.78	\$21.55	\$34.72
0.33	\$12.19	\$99.36	\$10.78	\$21.55	\$34.72
0.37	\$9.54	\$96.71	\$10.78	\$21.55	\$34.72
0.40	\$6.90	\$94.08	\$10.78	\$21.55	\$34.72
0.43	\$4.26	\$91.44	\$10.78	\$21.55	\$34.72
0.47	\$1.61	\$88.79	\$10.78	\$21.55	\$34.72
0.50	\$0.00	\$86.15	\$10.78	\$21.55	\$34.72
0.53	\$0.00	\$83.50	\$10.78	\$21.55	\$34.72
0.57	\$0.00	\$80.85	\$10.78	\$21.55	\$34.72
0.60	\$0.00	\$78.20	\$10.78	\$21.55	\$34.72
0.63	\$0.00	\$75.57	\$10.78	\$21.55	\$34.72
0.67	\$0.00	\$72.91	\$10.78	\$21.55	\$34.72
0.70	\$0.00	\$70.27	\$10.78	\$21.55	\$34.72
0.73	\$0.00	\$46.45	\$10.78	\$21.55	\$34.72
0.77	\$0.00	\$46.45	\$10.78	\$21.55	\$34.72
0.80	\$0.00	\$46.45	\$10.78	\$21.55	\$34.72
0.83	\$0.00	\$46.45	\$10.78	\$21.55	\$34.72
0.87	\$0.00	\$46.45	\$10.78	\$21.55	\$34.72
0.90	\$0.00	\$46.45	\$10.78	\$21.55	\$34.72
0.93	\$0.00	\$46.45	\$10.78	\$21.55	\$34.72
0.97	\$0.00	\$46.45	\$10.78	\$21.55	\$34.72
1.00	\$0.00	\$46.45	\$10.78	\$21.55	\$34.72

Effective January 1, 2018

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