

**NON-REPRESENTED SALARIED EMPLOYEES
CLASSIFIED ADMIN. AND CONFIDENTIAL EMPLOYEES**

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

2020 District Caps			
Medical	\$930.86	\$930.86	\$1,113.90
Dental			
DHMO	\$66.15		
PPO	\$66.15		

Effective January 1, 2020

AS OF

8/16/19

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

	Kaiser			Anthem HMO Select			Anthem HMO Traditional			Cash In Lieu of Benefits Ten-Month Rate
	Employee Only	Employee + 1	Employee + 2/more	Employee Only	Employee + 1	Employee + 2/more	Employee Only	Employee + 1	Employee + 2/more	80% of Kaiser = \$614.79
	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
Employee Only	\$768.49			\$868.98			\$1,184.84			
Employee + 1	\$1,536.98			\$1,737.96			\$2,369.68			
Employee + 2/more	\$1,998.07			\$2,259.35			\$3,080.58			
FTE Caps	\$930.86	\$930.86	\$1,113.90	\$930.86	\$930.86	\$1,113.90	\$930.86	\$930.86	\$1,113.90	
0.00	\$768.49	\$1,536.98	\$1,998.07	\$868.98	\$1,737.96	\$2,259.35	\$1,184.84	\$2,369.68	\$3,080.58	\$0.00
0.03	\$740.56	\$1,509.05	\$1,964.65	\$841.05	\$1,710.03	\$2,225.93	\$1,156.91	\$2,341.75	\$3,047.16	\$18.44
0.07	\$703.33	\$1,471.82	\$1,920.10	\$803.82	\$1,672.80	\$2,181.38	\$1,119.68	\$2,304.52	\$3,002.61	\$43.04
0.10	\$675.40	\$1,443.89	\$1,886.68	\$775.89	\$1,644.87	\$2,147.96	\$1,091.75	\$2,276.59	\$2,969.19	\$61.48
0.13	\$647.48	\$1,415.97	\$1,853.26	\$747.97	\$1,616.95	\$2,114.54	\$1,063.83	\$2,248.67	\$2,935.77	\$79.92
0.17	\$610.24	\$1,378.73	\$1,808.71	\$710.73	\$1,579.71	\$2,069.99	\$1,026.59	\$2,211.43	\$2,891.22	\$104.51
0.20	\$582.32	\$1,350.81	\$1,775.29	\$682.81	\$1,551.79	\$2,036.57	\$998.67	\$2,183.51	\$2,857.80	\$122.96
0.23	\$554.39	\$1,322.88	\$1,741.87	\$654.88	\$1,523.86	\$2,003.15	\$970.74	\$2,155.58	\$2,824.38	\$141.40
0.27	\$517.16	\$1,285.65	\$1,697.32	\$617.65	\$1,486.63	\$1,958.60	\$933.51	\$2,118.35	\$2,779.83	\$165.99
0.30	\$489.23	\$1,257.72	\$1,663.90	\$589.72	\$1,458.70	\$1,925.18	\$905.58	\$2,090.42	\$2,746.41	\$184.44
0.33	\$461.31	\$1,229.80	\$1,630.48	\$561.80	\$1,430.78	\$1,891.76	\$877.66	\$2,062.50	\$2,712.99	\$202.88
0.37	\$424.07	\$1,192.56	\$1,585.93	\$524.56	\$1,393.54	\$1,847.21	\$840.42	\$2,025.26	\$2,668.44	\$227.47
0.40	\$396.15	\$1,164.64	\$1,552.51	\$496.64	\$1,365.62	\$1,813.79	\$812.50	\$1,997.34	\$2,635.02	\$245.92
0.43	\$368.22	\$1,136.71	\$1,519.09	\$468.71	\$1,337.69	\$1,780.37	\$784.57	\$1,969.41	\$2,601.60	\$264.36
0.47	\$330.99	\$1,099.48	\$1,474.54	\$431.48	\$1,300.46	\$1,735.82	\$747.34	\$1,932.18	\$2,557.05	\$288.95
0.50	\$303.06	\$1,071.55	\$1,441.12	\$403.55	\$1,272.53	\$1,702.40	\$719.41	\$1,904.25	\$2,523.63	\$307.40
0.53	\$275.13	\$1,043.62	\$1,407.70	\$375.62	\$1,244.60	\$1,668.98	\$691.48	\$1,876.32	\$2,490.21	\$325.84
0.57	\$237.90	\$1,006.39	\$1,363.15	\$338.39	\$1,207.37	\$1,624.43	\$654.25	\$1,839.09	\$2,445.66	\$350.43
0.60	\$209.97	\$978.46	\$1,329.73	\$310.46	\$1,179.44	\$1,591.01	\$626.32	\$1,811.16	\$2,412.24	\$368.88
0.63	\$182.05	\$950.54	\$1,296.31	\$282.54	\$1,151.52	\$1,557.59	\$598.40	\$1,783.24	\$2,378.82	\$387.32
0.67	\$144.81	\$913.30	\$1,251.76	\$245.30	\$1,114.28	\$1,513.04	\$561.16	\$1,746.00	\$2,334.27	\$411.91
0.70	\$116.89	\$885.38	\$1,218.34	\$217.38	\$1,086.36	\$1,479.62	\$533.24	\$1,718.08	\$2,300.85	\$430.35
0.73	\$0.00	\$606.12	\$884.17	\$0.00	\$807.10	\$1,145.45	\$253.98	\$1,438.82	\$1,966.68	\$614.79
0.77	\$0.00	\$606.12	\$884.17	\$0.00	\$807.10	\$1,145.45	\$253.98	\$1,438.82	\$1,966.68	\$614.79
0.80	\$0.00	\$606.12	\$884.17	\$0.00	\$807.10	\$1,145.45	\$253.98	\$1,438.82	\$1,966.68	\$614.79
0.83	\$0.00	\$606.12	\$884.17	\$0.00	\$807.10	\$1,145.45	\$253.98	\$1,438.82	\$1,966.68	\$614.79
0.87	\$0.00	\$606.12	\$884.17	\$0.00	\$807.10	\$1,145.45	\$253.98	\$1,438.82	\$1,966.68	\$614.79
0.90	\$0.00	\$606.12	\$884.17	\$0.00	\$807.10	\$1,145.45	\$253.98	\$1,438.82	\$1,966.68	\$614.79
0.93	\$0.00	\$606.12	\$884.17	\$0.00	\$807.10	\$1,145.45	\$253.98	\$1,438.82	\$1,966.68	\$614.79
0.97	\$0.00	\$606.12	\$884.17	\$0.00	\$807.10	\$1,145.45	\$253.98	\$1,438.82	\$1,966.68	\$614.79
1.00	\$0.00	\$606.12	\$884.17	\$0.00	\$807.10	\$1,145.45	\$253.98	\$1,438.82	\$1,966.68	\$614.79

Effective January 1, 2020

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**NON-REPRESENTED SALARIED EMPLOYEES - BAY AREA REGION
CLASSIFIED ADMIN. AND CONFIDENTIAL EMPLOYEES**

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

	Health Net SmartCare HMO			Western Health Advantage HMO		
	Employee Only	Employee +1	Employee +2/more	Employee Only	Employee +1	Employee +2/more
Employee Only		\$1,000.52			\$731.96	
Employee + 1		\$2,001.04			\$1,463.92	
Employee + 2/more		\$2,601.35			\$1,903.10	
FTE	Employee Only	Employee +1	Employee +2/more	Employee Only	Employee +1	Employee +2/more
Caps	\$930.86	\$930.86	\$1,113.90	\$930.86	\$930.86	\$1,113.90
0.00	\$1,000.52	\$2,001.04	\$2,601.35	\$731.96	\$1,463.92	\$1,903.10
0.03	\$972.59	\$1,973.11	\$2,567.93	\$704.03	\$1,435.99	\$1,869.68
0.07	\$935.36	\$1,935.88	\$2,523.38	\$666.80	\$1,398.76	\$1,825.13
0.10	\$907.43	\$1,907.95	\$2,489.96	\$638.87	\$1,370.83	\$1,791.71
0.13	\$879.51	\$1,880.03	\$2,456.54	\$610.95	\$1,342.91	\$1,758.29
0.17	\$842.27	\$1,842.79	\$2,411.99	\$573.71	\$1,305.67	\$1,713.74
0.20	\$814.35	\$1,814.87	\$2,378.57	\$545.79	\$1,277.75	\$1,680.32
0.23	\$786.42	\$1,786.94	\$2,345.15	\$517.86	\$1,249.82	\$1,646.90
0.27	\$749.19	\$1,749.71	\$2,300.60	\$480.63	\$1,212.59	\$1,602.35
0.30	\$721.26	\$1,721.78	\$2,267.18	\$452.70	\$1,184.66	\$1,568.93
0.33	\$693.34	\$1,693.86	\$2,233.76	\$424.78	\$1,156.74	\$1,535.51
0.37	\$656.10	\$1,656.62	\$2,189.21	\$387.54	\$1,119.50	\$1,490.96
0.40	\$628.18	\$1,628.70	\$2,155.79	\$359.62	\$1,091.58	\$1,457.54
0.43	\$600.25	\$1,600.77	\$2,122.37	\$331.69	\$1,063.65	\$1,424.12
0.47	\$563.02	\$1,563.54	\$2,077.82	\$294.46	\$1,026.42	\$1,379.57
0.50	\$535.09	\$1,535.61	\$2,044.40	\$266.53	\$998.49	\$1,346.15
0.53	\$507.16	\$1,507.68	\$2,010.98	\$238.60	\$970.56	\$1,312.73
0.57	\$469.93	\$1,470.45	\$1,966.43	\$201.37	\$933.33	\$1,268.18
0.60	\$442.00	\$1,442.52	\$1,933.01	\$173.44	\$905.40	\$1,234.76
0.63	\$414.08	\$1,414.60	\$1,899.59	\$145.52	\$877.48	\$1,201.34
0.67	\$376.84	\$1,377.36	\$1,855.04	\$108.28	\$840.24	\$1,156.79
0.70	\$348.92	\$1,349.44	\$1,821.62	\$80.36	\$812.32	\$1,123.37
0.73	\$69.66	\$1,070.18	\$1,487.45	\$0.00	\$533.06	\$789.20
0.77	\$69.66	\$1,070.18	\$1,487.45	\$0.00	\$533.06	\$789.20
0.80	\$69.66	\$1,070.18	\$1,487.45	\$0.00	\$533.06	\$789.20
0.83	\$69.66	\$1,070.18	\$1,487.45	\$0.00	\$533.06	\$789.20
0.87	\$69.66	\$1,070.18	\$1,487.45	\$0.00	\$533.06	\$789.20
0.90	\$69.66	\$1,070.18	\$1,487.45	\$0.00	\$533.06	\$789.20
0.93	\$69.66	\$1,070.18	\$1,487.45	\$0.00	\$533.06	\$789.20
0.97	\$69.66	\$1,070.18	\$1,487.45	\$0.00	\$533.06	\$789.20
1.00	\$69.66	\$1,070.18	\$1,487.45	\$0.00	\$533.06	\$789.20

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CLASSIFIED ADMIN. AND CONFIDENTIAL EMPLOYEES
AMOUNT TO BE PAID WILL BE BASED ON ACTUAL FTE. TABLES ARE ESTIMATES ONLY

	PERS Choice			PERS Select			PERS Care		
	Employee Only	Employee + 1	Employee + 2/more	Employee Only	Employee + 1	Employee + 2/more	Employee Only	Employee + 1	Employee + 2/more
Employee Only	\$861.18	\$1,722.36	\$2,239.07	\$520.29	\$1,040.58	\$1,352.75	\$1,133.14	\$2,266.28	\$2,946.16
Employee + 1	\$861.18	\$1,722.36	\$2,239.07	\$520.29	\$1,040.58	\$1,352.75	\$1,133.14	\$2,266.28	\$2,946.16
Employee + 2/more	\$861.18	\$1,722.36	\$2,239.07	\$520.29	\$1,040.58	\$1,352.75	\$1,133.14	\$2,266.28	\$2,946.16
FTE	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more
Caps	\$930.86	\$930.86	\$1,113.90	\$930.86	\$930.86	\$1,113.90	\$930.86	\$930.86	\$1,113.90
0.00	\$861.18	\$1,722.36	\$2,239.07	\$520.29	\$1,040.58	\$1,352.75	\$1,133.14	\$2,266.28	\$2,946.16
0.03	\$833.25	\$1,694.43	\$2,205.65	\$492.36	\$1,012.65	\$1,319.33	\$1,105.21	\$2,238.35	\$2,912.74
0.07	\$796.02	\$1,657.20	\$2,161.10	\$455.13	\$975.42	\$1,274.78	\$1,067.98	\$2,201.12	\$2,868.19
0.10	\$768.09	\$1,629.27	\$2,127.68	\$427.20	\$947.49	\$1,241.36	\$1,040.05	\$2,173.19	\$2,834.77
0.13	\$740.17	\$1,601.35	\$2,094.26	\$399.28	\$919.57	\$1,207.94	\$1,012.13	\$2,145.27	\$2,801.35
0.17	\$702.93	\$1,564.11	\$2,049.71	\$362.04	\$882.33	\$1,163.39	\$974.89	\$2,108.03	\$2,756.80
0.20	\$675.01	\$1,536.19	\$2,016.29	\$334.12	\$854.41	\$1,129.97	\$946.97	\$2,080.11	\$2,723.38
0.23	\$647.08	\$1,508.26	\$1,982.87	\$306.19	\$826.48	\$1,096.55	\$919.04	\$2,052.18	\$2,689.96
0.27	\$609.85	\$1,471.03	\$1,938.32	\$268.96	\$789.25	\$1,052.00	\$881.81	\$2,014.95	\$2,645.41
0.30	\$581.92	\$1,443.10	\$1,904.90	\$241.03	\$761.32	\$1,018.58	\$853.88	\$1,987.02	\$2,611.99
0.33	\$554.00	\$1,415.18	\$1,871.48	\$213.11	\$733.40	\$985.16	\$825.96	\$1,959.10	\$2,578.57
0.37	\$516.76	\$1,377.94	\$1,826.93	\$175.87	\$696.16	\$940.61	\$788.72	\$1,921.86	\$2,534.02
0.40	\$488.84	\$1,350.02	\$1,793.51	\$147.95	\$668.24	\$907.19	\$760.80	\$1,893.94	\$2,500.60
0.43	\$460.91	\$1,322.09	\$1,760.09	\$120.02	\$640.31	\$873.77	\$732.87	\$1,866.01	\$2,467.18
0.47	\$423.68	\$1,284.86	\$1,715.54	\$82.79	\$603.08	\$829.22	\$695.64	\$1,828.78	\$2,422.63
0.50	\$395.75	\$1,256.93	\$1,682.12	\$54.86	\$575.15	\$795.80	\$667.71	\$1,800.85	\$2,389.21
0.53	\$367.82	\$1,229.00	\$1,648.70	\$26.93	\$547.22	\$762.38	\$639.78	\$1,772.92	\$2,355.79
0.57	\$330.59	\$1,191.77	\$1,604.15	\$0.00	\$509.99	\$717.83	\$602.55	\$1,735.69	\$2,311.24
0.60	\$302.66	\$1,163.84	\$1,570.73	\$0.00	\$482.06	\$684.41	\$574.62	\$1,707.76	\$2,277.82
0.63	\$274.74	\$1,135.92	\$1,537.31	\$0.00	\$454.14	\$650.99	\$546.70	\$1,679.84	\$2,244.40
0.67	\$237.50	\$1,098.68	\$1,492.76	\$0.00	\$416.90	\$606.44	\$509.46	\$1,642.60	\$2,199.85
0.70	\$209.58	\$1,070.76	\$1,459.34	\$0.00	\$388.98	\$573.02	\$481.54	\$1,614.68	\$2,166.43
0.73	\$0.00	\$791.50	\$1,125.17	\$0.00	\$109.72	\$238.85	\$202.28	\$1,335.42	\$1,832.26
0.77	\$0.00	\$791.50	\$1,125.17	\$0.00	\$109.72	\$238.85	\$202.28	\$1,335.42	\$1,832.26
0.80	\$0.00	\$791.50	\$1,125.17	\$0.00	\$109.72	\$238.85	\$202.28	\$1,335.42	\$1,832.26
0.83	\$0.00	\$791.50	\$1,125.17	\$0.00	\$109.72	\$238.85	\$202.28	\$1,335.42	\$1,832.26
0.87	\$0.00	\$791.50	\$1,125.17	\$0.00	\$109.72	\$238.85	\$202.28	\$1,335.42	\$1,832.26
0.90	\$0.00	\$791.50	\$1,125.17	\$0.00	\$109.72	\$238.85	\$202.28	\$1,335.42	\$1,832.26
0.93	\$0.00	\$791.50	\$1,125.17	\$0.00	\$109.72	\$238.85	\$202.28	\$1,335.42	\$1,832.26
0.97	\$0.00	\$791.50	\$1,125.17	\$0.00	\$109.72	\$238.85	\$202.28	\$1,335.42	\$1,832.26
1.00	\$0.00	\$791.50	\$1,125.17	\$0.00	\$109.72	\$238.85	\$202.28	\$1,335.42	\$1,832.26

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	DELTA DENTAL		VSP (Vision Plan) (100% Employee Contribution)		
	DeltaCare DHMO	PPO			
Employee Only	\$32.21	\$101.75	\$8.08		
Employee + 1	\$32.21	\$101.75	\$16.16		
Employee + 2/more	\$32.21	\$101.75	\$26.04		
FTE	Employee Only or Family	Employee Only or Family	Employee Only	Employee +1	Employee + 2/more
Caps	\$66.15	\$66.15	\$0.00	\$0.00	\$0.00
0.00	\$32.21	\$101.75	\$8.08	\$16.16	\$26.04
0.03	\$30.23	\$99.77	\$8.08	\$16.16	\$26.04
0.07	\$27.58	\$97.12	\$8.08	\$16.16	\$26.04
0.10	\$25.60	\$95.14	\$8.08	\$16.16	\$26.04
0.13	\$23.61	\$93.15	\$8.08	\$16.16	\$26.04
0.17	\$20.96	\$90.50	\$8.08	\$16.16	\$26.04
0.20	\$18.98	\$88.52	\$8.08	\$16.16	\$26.04
0.23	\$17.00	\$86.54	\$8.08	\$16.16	\$26.04
0.27	\$14.35	\$83.89	\$8.08	\$16.16	\$26.04
0.30	\$12.37	\$81.91	\$8.08	\$16.16	\$26.04
0.33	\$10.38	\$79.92	\$8.08	\$16.16	\$26.04
0.37	\$7.73	\$77.27	\$8.08	\$16.16	\$26.04
0.40	\$5.75	\$75.29	\$8.08	\$16.16	\$26.04
0.43	\$3.77	\$73.31	\$8.08	\$16.16	\$26.04
0.47	\$1.12	\$70.66	\$8.08	\$16.16	\$26.04
0.50	\$0.00	\$68.68	\$8.08	\$16.16	\$26.04
0.53	\$0.00	\$66.69	\$8.08	\$16.16	\$26.04
0.57	\$0.00	\$64.04	\$8.08	\$16.16	\$26.04
0.60	\$0.00	\$62.06	\$8.08	\$16.16	\$26.04
0.63	\$0.00	\$60.08	\$8.08	\$16.16	\$26.04
0.67	\$0.00	\$57.43	\$8.08	\$16.16	\$26.04
0.70	\$0.00	\$55.45	\$8.08	\$16.16	\$26.04
0.73	\$0.00	\$35.60	\$8.08	\$16.16	\$26.04
0.77	\$0.00	\$35.60	\$8.08	\$16.16	\$26.04
0.80	\$0.00	\$35.60	\$8.08	\$16.16	\$26.04
0.83	\$0.00	\$35.60	\$8.08	\$16.16	\$26.04
0.87	\$0.00	\$35.60	\$8.08	\$16.16	\$26.04
0.90	\$0.00	\$35.60	\$8.08	\$16.16	\$26.04
0.93	\$0.00	\$35.60	\$8.08	\$16.16	\$26.04
0.97	\$0.00	\$35.60	\$8.08	\$16.16	\$26.04
1.00	\$0.00	\$35.60	\$8.08	\$16.16	\$26.04

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