

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

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	\$473.03	\$831.30	\$1,128.66
Dental			
DHMO	\$32.21		
PPO	\$101.75		

Effective January 1, 2020

AS OF

UPDATED 8/16/2019

**UBA CERTIFICATED SALARIED EMPLOYEES (Local #81 - Administrators) - BAY AREA REGION**

**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
	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more	80% of Kaiser = <b>\$614.79</b>
<b>Employee Only</b>	\$768.49									
<b>Employee + 1</b>	\$1,536.98									
<b>Employee + 2/more</b>	\$1,998.07									
<b>FTE</b>	<b>Employee Only</b>	<b>Employee +1</b>	<b>Employee + 2/more</b>	<b>Employee Only</b>	<b>Employee +1</b>	<b>Employee + 2/more</b>	<b>Employee Only</b>	<b>Employee +1</b>	<b>Employee + 2/more</b>	<b>Paid to Employee per month</b>
<b>Caps</b>	<b>\$473.03</b>	<b>\$831.30</b>	<b>\$1,128.66</b>	<b>\$473.03</b>	<b>\$831.30</b>	<b>\$1,128.66</b>	<b>\$473.03</b>	<b>\$831.30</b>	<b>\$1,128.66</b>	
0.03	\$754.30	\$1,512.04	\$1,964.21	\$854.79	\$1,713.02	\$2,225.49	\$1,170.65	\$2,344.74	\$3,046.72	\$18.44
0.06	\$740.11	\$1,487.10	\$1,930.35	\$840.60	\$1,688.08	\$2,191.63	\$1,156.46	\$2,319.80	\$3,012.86	\$36.89
0.09	\$725.92	\$1,462.16	\$1,896.49	\$826.41	\$1,663.14	\$2,157.77	\$1,142.27	\$2,294.86	\$2,979.00	\$55.33
0.13	\$707.00	\$1,428.91	\$1,851.34	\$807.49	\$1,629.89	\$2,112.62	\$1,123.35	\$2,261.61	\$2,933.85	\$79.92
0.16	\$692.81	\$1,403.97	\$1,817.48	\$793.30	\$1,604.95	\$2,078.76	\$1,109.16	\$2,236.67	\$2,899.99	\$98.37
0.19	\$678.61	\$1,379.03	\$1,783.62	\$779.10	\$1,580.01	\$2,044.90	\$1,094.96	\$2,211.73	\$2,866.13	\$116.81
0.22	\$664.42	\$1,354.09	\$1,749.76	\$764.91	\$1,555.07	\$2,011.04	\$1,080.77	\$2,186.79	\$2,832.27	\$135.25
0.25	\$650.23	\$1,329.16	\$1,715.91	\$750.72	\$1,530.14	\$1,977.19	\$1,066.58	\$2,161.86	\$2,798.42	\$153.70
0.28	\$636.04	\$1,304.22	\$1,682.05	\$736.53	\$1,505.20	\$1,943.33	\$1,052.39	\$2,136.92	\$2,764.56	\$172.14
0.31	\$621.85	\$1,279.98	\$1,648.19	\$722.34	\$1,480.26	\$1,909.47	\$1,038.20	\$2,111.98	\$2,730.70	\$190.59
0.34	\$607.66	\$1,254.34	\$1,614.33	\$708.15	\$1,455.32	\$1,875.61	\$1,024.01	\$2,087.04	\$2,696.84	\$209.03
0.38	\$588.74	\$1,221.09	\$1,569.18	\$689.23	\$1,422.07	\$1,830.46	\$1,005.09	\$2,053.79	\$2,651.69	\$233.62
0.41	\$574.55	\$1,196.15	\$1,535.32	\$675.04	\$1,397.13	\$1,796.60	\$990.90	\$2,028.85	\$2,617.83	\$252.06
0.44	\$560.36	\$1,171.21	\$1,501.46	\$660.85	\$1,372.19	\$1,762.74	\$976.71	\$2,003.91	\$2,583.97	\$270.51
0.47	\$546.17	\$1,146.27	\$1,467.60	\$646.66	\$1,347.25	\$1,728.88	\$962.52	\$1,978.97	\$2,550.11	\$288.95
0.50	\$531.98	\$1,121.33	\$1,433.74	\$632.47	\$1,322.31	\$1,695.02	\$948.33	\$1,954.03	\$2,516.25	\$307.40
0.53	\$517.78	\$1,096.39	\$1,399.88	\$618.27	\$1,297.37	\$1,661.16	\$934.13	\$1,929.09	\$2,482.39	\$325.84
0.56	\$503.59	\$1,071.45	\$1,366.02	\$604.08	\$1,272.43	\$1,627.30	\$919.94	\$1,904.15	\$2,448.53	\$344.28
0.59	\$489.40	\$1,046.51	\$1,332.16	\$589.89	\$1,247.49	\$1,593.44	\$905.75	\$1,879.21	\$2,414.67	\$362.73
0.63	\$470.48	\$1,013.26	\$1,287.01	\$570.97	\$1,214.24	\$1,548.29	\$886.83	\$1,845.96	\$2,369.52	\$387.32
0.66	\$456.29	\$988.32	\$1,253.15	\$556.78	\$1,189.30	\$1,514.43	\$872.64	\$1,821.02	\$2,335.66	\$405.76
0.69	\$442.10	\$963.38	\$1,219.29	\$542.59	\$1,164.36	\$1,480.57	\$858.45	\$1,796.08	\$2,301.80	\$424.21
0.72	\$427.91	\$938.44	\$1,185.43	\$528.40	\$1,139.42	\$1,446.71	\$844.26	\$1,771.14	\$2,267.94	\$442.65
0.75	\$413.72	\$913.51	\$1,151.58	\$514.21	\$1,114.49	\$1,412.86	\$830.07	\$1,746.21	\$2,234.09	\$614.79
0.78	\$399.53	\$888.57	\$1,117.72	\$500.02	\$1,089.55	\$1,379.00	\$815.88	\$1,721.27	\$2,200.23	\$614.79
0.81	\$385.34	\$863.63	\$1,083.86	\$485.83	\$1,064.61	\$1,345.14	\$801.69	\$1,696.33	\$2,166.37	\$614.79
0.84	\$371.14	\$838.69	\$1,050.00	\$471.63	\$1,039.67	\$1,311.28	\$787.49	\$1,671.39	\$2,132.51	\$614.79
0.88	\$352.22	\$805.44	\$1,004.85	\$452.71	\$1,006.42	\$1,266.13	\$768.57	\$1,638.14	\$2,087.36	\$614.79
0.91	\$338.03	\$780.50	\$970.99	\$438.52	\$981.48	\$1,232.27	\$754.38	\$1,613.20	\$2,053.50	\$614.79
0.94	\$323.84	\$755.56	\$937.13	\$424.33	\$956.54	\$1,198.41	\$740.19	\$1,588.26	\$2,019.64	\$614.79
0.97	\$309.65	\$730.62	\$903.27	\$410.14	\$931.60	\$1,164.55	\$726.00	\$1,563.32	\$1,985.78	\$614.79
1.00	\$295.46	\$705.68	\$869.41	\$395.95	\$906.66	\$1,130.69	\$711.81	\$1,538.38	\$1,951.92	\$614.79

Effective January 1, 2020

UPDATED 8/16/2019

**UBA CERTIFICATED SALARIED EMPLOYEES (Local #81 - Administrators) - BAY AREA REGION**

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

	Health Net SmartCare HMO			Western Health Advantage HMO		
	Employee Only	Employee + 1	Employee + 2/more	Employee Only	Employee + 1	Employee + 2/more
Employee Only		\$1,000.52			\$731.96	
Employee + 1		\$2,001.04			\$1,463.92	
Employee + 2/more		\$2,601.35			\$1,903.10	
<b>FTE</b>	<b>Employee Only</b>	<b>Employee +1</b>	<b>Employee + 2/more</b>	<b>Employee Only</b>	<b>Employee +1</b>	<b>Employee + 2/more</b>
<b>Caps</b>	<b>\$473.03</b>	<b>\$831.30</b>	<b>\$1,128.66</b>	<b>\$473.03</b>	<b>\$831.30</b>	<b>\$1,128.66</b>
0.03	\$986.33	\$1,976.10	\$2,567.49	\$717.77	\$1,438.98	\$1,869.24
0.06	\$972.14	\$1,951.16	\$2,533.63	\$703.58	\$1,414.04	\$1,835.38
0.09	\$957.95	\$1,926.22	\$2,499.77	\$689.39	\$1,389.10	\$1,801.52
0.13	\$939.03	\$1,892.97	\$2,454.62	\$670.47	\$1,355.85	\$1,756.37
0.16	\$924.84	\$1,868.03	\$2,420.76	\$656.28	\$1,330.91	\$1,722.51
0.19	\$910.64	\$1,843.09	\$2,386.90	\$642.08	\$1,305.97	\$1,688.65
0.22	\$896.45	\$1,818.15	\$2,353.04	\$627.89	\$1,281.03	\$1,654.79
0.25	\$882.26	\$1,793.22	\$2,319.19	\$613.70	\$1,256.10	\$1,620.94
0.28	\$868.07	\$1,768.28	\$2,285.33	\$599.51	\$1,231.16	\$1,587.08
0.31	\$853.88	\$1,743.34	\$2,251.47	\$585.32	\$1,206.22	\$1,553.22
0.34	\$839.69	\$1,718.40	\$2,217.61	\$571.13	\$1,181.28	\$1,519.36
0.38	\$820.77	\$1,685.15	\$2,172.46	\$552.21	\$1,148.03	\$1,474.21
0.41	\$806.58	\$1,660.21	\$2,138.60	\$538.02	\$1,123.09	\$1,440.35
0.44	\$792.39	\$1,635.27	\$2,104.74	\$523.83	\$1,098.15	\$1,406.49
0.47	\$778.20	\$1,610.33	\$2,070.88	\$509.64	\$1,073.21	\$1,372.63
0.50	\$764.01	\$1,585.39	\$2,037.02	\$495.45	\$1,048.27	\$1,338.77
0.53	\$749.81	\$1,560.45	\$2,003.16	\$481.25	\$1,023.33	\$1,304.91
0.56	\$735.62	\$1,535.51	\$1,969.30	\$467.06	\$998.39	\$1,271.05
0.59	\$721.43	\$1,510.57	\$1,935.44	\$452.87	\$973.45	\$1,237.19
0.63	\$707.24	\$1,485.63	\$1,901.58	\$438.68	\$948.51	\$1,203.33
0.66	\$693.05	\$1,460.69	\$1,867.72	\$424.49	\$923.57	\$1,169.47
0.69	\$678.86	\$1,435.75	\$1,833.86	\$410.30	\$898.63	\$1,135.61
0.72	\$664.67	\$1,410.81	\$1,800.00	\$396.11	\$873.69	\$1,101.75
0.75	\$650.48	\$1,385.87	\$1,766.14	\$381.92	\$848.75	\$1,067.89
0.78	\$636.29	\$1,360.93	\$1,732.28	\$367.73	\$823.81	\$1,034.03
0.81	\$622.10	\$1,336.00	\$1,698.42	\$353.54	\$798.87	\$1,000.17
0.84	\$607.91	\$1,311.06	\$1,664.56	\$339.35	\$773.93	\$966.31
0.88	\$593.72	\$1,286.12	\$1,630.70	\$325.16	\$748.99	\$932.45
0.91	\$579.53	\$1,261.18	\$1,596.84	\$310.97	\$724.05	\$898.59
0.94	\$565.34	\$1,236.24	\$1,562.98	\$296.78	\$699.11	\$864.73
0.97	\$551.15	\$1,211.30	\$1,529.12	\$282.59	\$674.17	\$830.87
1.00	\$527.49	\$1,169.74	\$1,472.69	\$258.93	\$632.62	\$774.44

Effective January 1, 2020

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**UBA CERTIFICATED SALARIED EMPLOYEES (Local #81 - Administrators) - BAY AREA REGION**

**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			\$520.29			\$1,133.14	
Employee + 1		\$1,722.36			\$1,040.58			\$2,266.28	
Employee + 2/more		\$2,239.07			\$1,352.75			\$2,946.16	
<b>FTE</b>	<b>Employee Only</b>	<b>Employee +1</b>	<b>Employee + 2/more</b>	<b>Employee Only</b>	<b>Employee +1</b>	<b>Employee + 2/more</b>	<b>Employee Only</b>	<b>Employee +1</b>	<b>Employee + 2/more</b>
<b>Caps</b>	<b>\$473.03</b>	<b>\$831.30</b>	<b>\$1,128.66</b>	<b>\$473.03</b>	<b>\$831.30</b>	<b>\$1,128.66</b>	<b>\$473.03</b>	<b>\$831.30</b>	<b>\$1,128.66</b>
0.03	\$846.99	\$1,697.42	\$2,205.21	\$506.10	\$1,015.64	\$1,318.89	\$1,118.95	\$2,241.34	\$2,912.30
0.06	\$832.80	\$1,672.48	\$2,171.35	\$491.91	\$990.70	\$1,285.03	\$1,104.76	\$2,216.40	\$2,878.44
0.09	\$818.61	\$1,647.54	\$2,137.49	\$477.72	\$965.76	\$1,251.17	\$1,090.57	\$2,191.46	\$2,844.58
0.13	\$799.69	\$1,614.29	\$2,092.34	\$458.80	\$932.51	\$1,206.02	\$1,071.65	\$2,158.21	\$2,799.43
0.16	\$785.50	\$1,589.35	\$2,058.48	\$444.61	\$907.57	\$1,172.16	\$1,057.46	\$2,133.27	\$2,765.57
0.19	\$771.30	\$1,564.41	\$2,024.62	\$430.41	\$882.63	\$1,138.30	\$1,043.26	\$2,108.33	\$2,731.71
0.22	\$757.11	\$1,539.47	\$1,990.76	\$416.22	\$857.69	\$1,104.44	\$1,029.07	\$2,083.39	\$2,697.85
0.25	\$742.92	\$1,514.54	\$1,956.91	\$402.03	\$832.76	\$1,070.59	\$1,014.88	\$2,058.46	\$2,664.00
0.28	\$728.73	\$1,489.60	\$1,923.05	\$387.84	\$807.82	\$1,036.73	\$1,000.69	\$2,033.52	\$2,630.14
0.31	\$714.54	\$1,464.66	\$1,889.19	\$373.65	\$782.88	\$1,002.87	\$986.50	\$2,008.58	\$2,596.28
0.34	\$700.35	\$1,439.72	\$1,855.33	\$359.46	\$757.94	\$969.01	\$972.31	\$1,983.64	\$2,562.42
0.38	\$681.43	\$1,406.47	\$1,810.18	\$340.54	\$724.69	\$923.86	\$953.39	\$1,950.39	\$2,517.27
0.41	\$667.24	\$1,381.53	\$1,776.32	\$326.35	\$699.75	\$890.00	\$939.20	\$1,925.45	\$2,483.41
0.44	\$653.05	\$1,356.59	\$1,742.46	\$312.16	\$674.81	\$856.14	\$925.01	\$1,900.51	\$2,449.55
0.47	\$638.86	\$1,331.65	\$1,708.60	\$297.97	\$649.87	\$822.28	\$910.82	\$1,875.57	\$2,415.69
0.50	\$624.67	\$1,306.71	\$1,674.74	\$283.78	\$624.93	\$788.42	\$896.63	\$1,850.63	\$2,381.83
0.53	\$610.47	\$1,281.77	\$1,640.88	\$269.58	\$599.99	\$754.56	\$882.43	\$1,825.69	\$2,347.97
0.56	\$596.28	\$1,256.83	\$1,607.02	\$255.39	\$575.05	\$720.70	\$868.24	\$1,800.75	\$2,314.11
0.59	\$582.09	\$1,231.89	\$1,573.16	\$241.20	\$550.11	\$686.84	\$854.05	\$1,775.81	\$2,280.25
0.63	\$563.17	\$1,198.64	\$1,528.01	\$222.28	\$516.86	\$641.69	\$835.13	\$1,742.56	\$2,235.10
0.66	\$548.98	\$1,173.70	\$1,494.15	\$208.09	\$491.92	\$607.83	\$820.94	\$1,717.62	\$2,201.24
0.69	\$534.79	\$1,148.76	\$1,460.29	\$193.90	\$466.98	\$573.97	\$806.75	\$1,692.68	\$2,167.38
0.72	\$520.60	\$1,123.82	\$1,426.43	\$179.71	\$442.04	\$540.11	\$792.56	\$1,667.74	\$2,133.52
0.75	\$506.41	\$1,098.89	\$1,392.58	\$165.52	\$417.11	\$506.26	\$778.37	\$1,642.81	\$2,099.67
0.78	\$492.22	\$1,073.95	\$1,358.72	\$151.33	\$392.17	\$472.40	\$764.18	\$1,617.87	\$2,065.81
0.81	\$478.03	\$1,049.01	\$1,324.86	\$137.14	\$367.23	\$438.54	\$749.99	\$1,592.93	\$2,031.95
0.84	\$463.83	\$1,024.07	\$1,291.00	\$122.94	\$342.29	\$404.68	\$735.79	\$1,567.99	\$1,998.09
0.88	\$444.91	\$990.82	\$1,245.85	\$104.02	\$309.04	\$359.53	\$716.87	\$1,534.74	\$1,952.94
0.91	\$430.72	\$965.88	\$1,211.99	\$89.83	\$284.10	\$325.67	\$702.68	\$1,509.80	\$1,919.08
0.94	\$416.53	\$940.94	\$1,178.13	\$75.64	\$259.16	\$291.81	\$688.49	\$1,484.86	\$1,885.22
0.97	\$402.34	\$916.00	\$1,144.27	\$61.45	\$234.22	\$257.95	\$674.30	\$1,459.92	\$1,851.36
1.00	\$388.15	\$891.06	\$1,110.41	\$47.26	\$209.28	\$224.09	\$660.11	\$1,434.98	\$1,817.50

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

	DELTA DENTAL		VSP (Vision Plan) (100% Employee Contribution)		
	DeltaCare DHMO	PPO			
Employee Only	\$32.21	\$101.75	\$8.08		
Employee + 1	\$32.21	\$101.75	\$16.16		
Employee + 2/more	\$32.21	\$101.75	\$26.04		
	Employee Only or Family	Employee Only or Family	Employee Only	Employee +1	Employee + 2/more
FTE	Caps	Caps	Caps	Caps	Caps
	\$32.21	\$101.75	\$0.00	\$0.00	\$0.00
0.03	\$31.24	\$98.71	\$8.08	\$16.16	\$26.04
0.06	\$30.28	\$95.65	\$8.08	\$16.16	\$26.04
0.09	\$29.31	\$92.60	\$8.08	\$16.16	\$26.04
0.13	\$28.02	\$88.52	\$8.08	\$16.16	\$26.04
0.16	\$27.06	\$85.47	\$8.08	\$16.16	\$26.04
0.19	\$26.09	\$82.42	\$8.08	\$16.16	\$26.04
0.22	\$25.12	\$79.37	\$8.08	\$16.16	\$26.04
0.25	\$24.16	\$76.31	\$8.08	\$16.16	\$26.04
0.28	\$23.19	\$73.27	\$8.08	\$16.16	\$26.04
0.31	\$22.22	\$70.21	\$8.08	\$16.16	\$26.04
0.34	\$21.26	\$67.17	\$8.08	\$16.16	\$26.04
0.38	\$19.97	\$63.09	\$8.08	\$16.16	\$26.04
0.41	\$19.00	\$60.03	\$8.08	\$16.16	\$26.04
0.44	\$18.04	\$56.98	\$8.08	\$16.16	\$26.04
0.47	\$17.07	\$53.93	\$8.08	\$16.16	\$26.04
0.50	\$16.11	\$50.88	\$8.08	\$16.16	\$26.04
0.53	\$15.14	\$47.83	\$8.08	\$16.16	\$26.04
0.56	\$14.17	\$44.77	\$8.08	\$16.16	\$26.04
0.59	\$13.22	\$41.73	\$8.08	\$16.16	\$26.04
0.63	\$11.92	\$37.65	\$8.08	\$16.16	\$26.04
0.66	\$10.95	\$34.60	\$8.08	\$16.16	\$26.04
0.69	\$9.99	\$31.54	\$8.08	\$16.16	\$26.04
0.72	\$9.02	\$28.49	\$8.08	\$16.16	\$26.04
0.75	\$8.05	\$25.44	\$8.08	\$16.16	\$26.04
0.78	\$7.10	\$22.40	\$8.08	\$16.16	\$26.04
0.81	\$6.12	\$19.33	\$8.08	\$16.16	\$26.04
0.84	\$5.15	\$16.29	\$8.08	\$16.16	\$26.04
0.88	\$3.87	\$12.21	\$8.08	\$16.16	\$26.04
0.91	\$2.90	\$9.16	\$8.08	\$16.16	\$26.04
0.94	\$1.93	\$6.11	\$8.08	\$16.16	\$26.04
0.97	\$0.98	\$3.05	\$8.08	\$16.16	\$26.04
1.00	\$0.00	\$0.00	\$8.08	\$16.16	\$26.04

Effective January 1, 2020

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