

**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	\$473.15	\$855.30	\$1,128.97
Dental			
DHMO	\$32.21		
PPO	\$101.75		

Effective January 1, 2020

AS OF

UPDATED 12/05/2019

**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 Caps</b>	<b>\$473.15</b>	<b>\$855.30</b>	<b>\$1,128.97</b>	<b>\$473.15</b>	<b>\$855.30</b>	<b>\$1,128.97</b>	<b>\$473.15</b>	<b>\$855.30</b>	<b>\$1,128.97</b>	<b>Paid to Employee per month</b>
0.03	\$754.30	\$1,511.32	\$1,964.20	\$854.79	\$1,712.30	\$2,225.48	\$1,170.65	\$2,344.02	\$3,046.71	\$18.44
0.06	\$740.10	\$1,485.66	\$1,930.33	\$840.59	\$1,686.64	\$2,191.61	\$1,156.45	\$2,318.36	\$3,012.84	\$36.89
0.09	\$725.91	\$1,460.00	\$1,896.46	\$826.40	\$1,660.98	\$2,157.74	\$1,142.26	\$2,292.70	\$2,978.97	\$55.33
0.13	\$706.98	\$1,425.79	\$1,851.30	\$807.47	\$1,626.77	\$2,112.58	\$1,123.33	\$2,258.49	\$2,933.81	\$79.92
0.16	\$692.79	\$1,400.13	\$1,817.43	\$793.28	\$1,601.11	\$2,078.71	\$1,109.14	\$2,232.83	\$2,899.94	\$98.37
0.19	\$678.59	\$1,374.47	\$1,783.57	\$779.08	\$1,575.45	\$2,044.85	\$1,094.94	\$2,207.17	\$2,866.08	\$116.81
0.22	\$664.40	\$1,348.81	\$1,749.70	\$764.89	\$1,549.79	\$2,010.98	\$1,080.75	\$2,181.51	\$2,832.21	\$135.25
0.25	\$650.20	\$1,323.16	\$1,715.83	\$750.69	\$1,524.14	\$1,977.11	\$1,066.55	\$2,155.86	\$2,798.34	\$153.70
0.28	\$636.01	\$1,297.50	\$1,681.96	\$736.50	\$1,498.48	\$1,943.24	\$1,052.36	\$2,130.20	\$2,764.47	\$172.14
0.31	\$621.81	\$1,271.84	\$1,648.09	\$722.30	\$1,472.82	\$1,909.37	\$1,038.16	\$2,104.54	\$2,730.60	\$190.59
0.34	\$607.62	\$1,246.18	\$1,614.22	\$708.11	\$1,447.16	\$1,875.50	\$1,023.97	\$2,078.88	\$2,696.73	\$209.03
0.38	\$588.69	\$1,211.97	\$1,569.06	\$689.18	\$1,412.95	\$1,830.34	\$1,005.04	\$2,044.67	\$2,651.57	\$233.62
0.41	\$574.50	\$1,186.31	\$1,535.19	\$674.99	\$1,387.29	\$1,796.47	\$990.85	\$2,019.01	\$2,617.70	\$252.06
0.44	\$560.30	\$1,160.65	\$1,501.32	\$660.79	\$1,361.63	\$1,762.60	\$976.65	\$1,993.35	\$2,583.83	\$270.51
0.47	\$546.11	\$1,134.99	\$1,467.45	\$646.60	\$1,335.97	\$1,728.73	\$962.46	\$1,967.69	\$2,549.96	\$288.95
0.50	\$531.92	\$1,109.33	\$1,433.59	\$632.41	\$1,310.31	\$1,694.87	\$948.27	\$1,942.03	\$2,516.10	\$307.40
0.53	\$517.72	\$1,083.67	\$1,399.72	\$618.21	\$1,284.65	\$1,661.00	\$934.07	\$1,916.37	\$2,482.23	\$325.84
0.56	\$503.53	\$1,058.01	\$1,365.85	\$604.02	\$1,258.99	\$1,627.13	\$919.88	\$1,890.71	\$2,448.36	\$344.28
0.59	\$489.33	\$1,032.35	\$1,331.98	\$589.82	\$1,233.33	\$1,593.26	\$905.68	\$1,865.05	\$2,414.49	\$362.73
0.63	\$470.41	\$998.14	\$1,286.82	\$570.90	\$1,199.12	\$1,548.10	\$886.76	\$1,830.84	\$2,369.33	\$387.32
0.66	\$456.21	\$972.48	\$1,252.95	\$556.70	\$1,173.46	\$1,514.23	\$872.56	\$1,805.18	\$2,335.46	\$405.76
0.69	\$442.02	\$946.82	\$1,219.08	\$542.51	\$1,147.80	\$1,480.36	\$858.37	\$1,779.52	\$2,301.59	\$424.21
0.72	\$427.82	\$921.16	\$1,185.21	\$528.31	\$1,122.14	\$1,446.49	\$844.17	\$1,753.86	\$2,267.72	\$442.65
0.75	\$413.63	\$895.51	\$1,151.34	\$514.12	\$1,096.49	\$1,412.62	\$829.98	\$1,728.21	\$2,233.85	\$614.79
0.78	\$399.43	\$869.85	\$1,117.47	\$499.92	\$1,070.83	\$1,378.75	\$815.78	\$1,702.55	\$2,199.98	\$614.79
0.81	\$385.24	\$844.19	\$1,083.60	\$485.73	\$1,045.17	\$1,344.88	\$801.59	\$1,676.89	\$2,166.11	\$614.79
0.84	\$371.04	\$818.53	\$1,049.74	\$471.53	\$1,019.51	\$1,311.02	\$787.39	\$1,651.23	\$2,132.25	\$614.79
0.88	\$352.12	\$784.32	\$1,004.58	\$452.61	\$985.30	\$1,265.86	\$768.47	\$1,617.02	\$2,087.09	\$614.79
0.91	\$337.92	\$758.66	\$970.71	\$438.41	\$959.64	\$1,231.99	\$754.27	\$1,591.36	\$2,053.22	\$614.79
0.94	\$323.73	\$733.00	\$936.84	\$424.22	\$933.98	\$1,198.12	\$740.08	\$1,565.70	\$2,019.35	\$614.79
0.97	\$309.53	\$707.34	\$902.97	\$410.02	\$908.32	\$1,164.25	\$725.88	\$1,540.04	\$1,985.48	\$614.79
1.00	\$295.34	\$681.68	\$869.10	\$395.83	\$882.66	\$1,130.38	\$711.69	\$1,514.38	\$1,951.61	\$614.79

Effective January 1, 2020

UPDATED 12/05/2019

**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>\$473.15</b>	<b>\$855.30</b>	<b>\$1,128.97</b>	<b>\$473.15</b>	<b>\$855.30</b>	<b>\$1,128.97</b>
0.03	\$986.33	\$1,975.38	\$2,567.48	\$717.77	\$1,438.26	\$1,869.23
0.06	\$972.13	\$1,949.72	\$2,533.61	\$703.57	\$1,412.60	\$1,835.36
0.09	\$957.94	\$1,924.06	\$2,499.74	\$689.38	\$1,386.94	\$1,801.49
0.13	\$939.01	\$1,889.85	\$2,454.58	\$670.45	\$1,352.73	\$1,756.33
0.16	\$924.82	\$1,864.19	\$2,420.71	\$656.26	\$1,327.07	\$1,722.46
0.19	\$910.62	\$1,838.53	\$2,386.85	\$642.06	\$1,301.41	\$1,688.60
0.22	\$896.43	\$1,812.87	\$2,352.98	\$627.87	\$1,275.75	\$1,654.73
0.25	\$882.23	\$1,787.22	\$2,319.11	\$613.67	\$1,250.10	\$1,620.86
0.28	\$868.04	\$1,761.56	\$2,285.24	\$599.48	\$1,224.44	\$1,586.99
0.31	\$853.84	\$1,735.90	\$2,251.37	\$585.28	\$1,198.78	\$1,553.12
0.34	\$839.65	\$1,710.24	\$2,217.50	\$571.09	\$1,173.12	\$1,519.25
0.38	\$820.72	\$1,676.03	\$2,172.34	\$552.16	\$1,138.91	\$1,474.09
0.41	\$806.53	\$1,650.37	\$2,138.47	\$537.97	\$1,113.25	\$1,440.22
0.44	\$792.33	\$1,624.71	\$2,104.60	\$523.77	\$1,087.59	\$1,406.35
0.47	\$778.14	\$1,599.05	\$2,070.73	\$509.58	\$1,061.93	\$1,372.48
0.50	\$763.95	\$1,573.39	\$2,036.87	\$495.39	\$1,036.27	\$1,338.62
0.53	\$749.75	\$1,547.73	\$2,003.00	\$481.19	\$1,010.61	\$1,304.75
0.56	\$735.56	\$1,522.07	\$1,969.13	\$467.00	\$984.95	\$1,270.88
0.59	\$721.36	\$1,496.41	\$1,935.26	\$452.80	\$959.29	\$1,237.01
0.63	\$702.44	\$1,462.20	\$1,890.10	\$433.88	\$925.08	\$1,191.85
0.66	\$688.24	\$1,436.54	\$1,856.23	\$419.68	\$899.42	\$1,157.98
0.69	\$674.05	\$1,410.88	\$1,822.36	\$405.49	\$873.76	\$1,124.11
0.72	\$659.85	\$1,385.22	\$1,788.49	\$391.29	\$848.10	\$1,090.24
0.75	\$645.66	\$1,359.57	\$1,754.62	\$377.10	\$822.45	\$1,056.37
0.78	\$631.46	\$1,333.91	\$1,720.75	\$362.90	\$796.79	\$1,022.50
0.81	\$617.27	\$1,308.25	\$1,686.88	\$348.71	\$771.13	\$988.63
0.84	\$603.07	\$1,282.59	\$1,653.02	\$334.51	\$745.47	\$954.77
0.88	\$584.15	\$1,248.38	\$1,607.86	\$315.59	\$711.26	\$909.61
0.91	\$569.95	\$1,222.72	\$1,573.99	\$301.39	\$685.60	\$875.74
0.94	\$555.76	\$1,197.06	\$1,540.12	\$287.20	\$659.94	\$841.87
0.97	\$541.56	\$1,171.40	\$1,506.25	\$273.00	\$634.28	\$808.00
1.00	\$527.37	\$1,145.74	\$1,472.38	\$258.81	\$608.62	\$774.13

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

Employee Only Employee + 1 Employee + 2/more	PERS Choice			PERS Select			PERS Care		
	\$861.18			\$520.29			\$1,133.14		
	\$1,722.36			\$1,040.58			\$2,266.28		
	\$2,239.07			\$1,352.75			\$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
<b>Caps</b>	<b>\$473.15</b>	<b>\$855.30</b>	<b>\$1,128.97</b>	<b>\$473.15</b>	<b>\$855.30</b>	<b>\$1,128.97</b>	<b>\$473.15</b>	<b>\$855.30</b>	<b>\$1,128.97</b>
0.03	\$846.99	\$1,696.70	\$2,205.20	\$506.10	\$1,014.92	\$1,318.88	\$1,118.95	\$2,240.62	\$2,912.29
0.06	\$832.79	\$1,671.04	\$2,171.33	\$491.90	\$989.26	\$1,285.01	\$1,104.75	\$2,214.96	\$2,878.42
0.09	\$818.60	\$1,645.38	\$2,137.46	\$477.71	\$963.60	\$1,251.14	\$1,090.56	\$2,189.30	\$2,844.55
0.13	\$799.67	\$1,611.17	\$2,092.30	\$458.78	\$929.39	\$1,205.98	\$1,071.63	\$2,155.09	\$2,799.39
0.16	\$785.48	\$1,585.51	\$2,058.43	\$444.59	\$903.73	\$1,172.11	\$1,057.44	\$2,129.43	\$2,765.52
0.19	\$771.28	\$1,559.85	\$2,024.57	\$430.39	\$878.07	\$1,138.25	\$1,043.24	\$2,103.77	\$2,731.66
0.22	\$757.09	\$1,534.19	\$1,990.70	\$416.20	\$852.41	\$1,104.38	\$1,029.05	\$2,078.11	\$2,697.79
0.25	\$742.89	\$1,508.54	\$1,956.83	\$402.00	\$826.76	\$1,070.51	\$1,014.85	\$2,052.46	\$2,663.92
0.28	\$728.70	\$1,482.88	\$1,922.96	\$387.81	\$801.10	\$1,036.64	\$1,000.66	\$2,026.80	\$2,630.05
0.31	\$714.50	\$1,457.22	\$1,889.09	\$373.61	\$775.44	\$1,002.77	\$986.46	\$2,001.14	\$2,596.18
0.34	\$700.31	\$1,431.56	\$1,855.22	\$359.42	\$749.78	\$968.90	\$972.27	\$1,975.48	\$2,562.31
0.38	\$681.38	\$1,397.35	\$1,810.06	\$340.49	\$715.57	\$923.74	\$953.34	\$1,941.27	\$2,517.15
0.41	\$667.19	\$1,371.69	\$1,776.19	\$326.30	\$689.91	\$889.87	\$939.15	\$1,915.61	\$2,483.28
0.44	\$652.99	\$1,346.03	\$1,742.32	\$312.10	\$664.25	\$856.00	\$924.95	\$1,889.95	\$2,449.41
0.47	\$638.80	\$1,320.37	\$1,708.45	\$297.91	\$638.59	\$822.13	\$910.76	\$1,864.29	\$2,415.54
0.50	\$624.61	\$1,294.71	\$1,674.59	\$283.72	\$612.93	\$788.27	\$896.57	\$1,838.63	\$2,381.68
0.53	\$610.41	\$1,269.05	\$1,640.72	\$269.52	\$587.27	\$754.40	\$882.37	\$1,812.97	\$2,347.81
0.56	\$596.22	\$1,243.39	\$1,606.85	\$255.33	\$561.61	\$720.53	\$868.18	\$1,787.31	\$2,313.94
0.59	\$582.02	\$1,217.73	\$1,572.98	\$241.13	\$535.95	\$686.66	\$853.98	\$1,761.65	\$2,280.07
0.63	\$563.10	\$1,183.52	\$1,527.82	\$222.21	\$501.74	\$641.50	\$835.06	\$1,727.44	\$2,234.91
0.66	\$548.90	\$1,157.86	\$1,493.95	\$208.01	\$476.08	\$607.63	\$820.86	\$1,701.78	\$2,201.04
0.69	\$534.71	\$1,132.20	\$1,460.08	\$193.82	\$450.42	\$573.76	\$806.67	\$1,676.12	\$2,167.17
0.72	\$520.51	\$1,106.54	\$1,426.21	\$179.62	\$424.76	\$539.89	\$792.47	\$1,650.46	\$2,133.30
0.75	\$506.32	\$1,080.89	\$1,392.34	\$165.43	\$399.11	\$506.02	\$778.28	\$1,624.81	\$2,099.43
0.78	\$492.12	\$1,055.23	\$1,358.47	\$151.23	\$373.45	\$472.15	\$764.08	\$1,599.15	\$2,065.56
0.81	\$477.93	\$1,029.57	\$1,324.60	\$137.04	\$347.79	\$438.28	\$749.89	\$1,573.49	\$2,031.69
0.84	\$463.73	\$1,003.91	\$1,290.74	\$122.84	\$322.13	\$404.42	\$735.69	\$1,547.83	\$1,997.83
0.88	\$444.81	\$969.70	\$1,245.58	\$103.92	\$287.92	\$359.26	\$716.77	\$1,513.62	\$1,952.67
0.91	\$430.61	\$944.04	\$1,211.71	\$89.72	\$262.26	\$325.39	\$702.57	\$1,487.96	\$1,918.80
0.94	\$416.42	\$918.38	\$1,177.84	\$75.53	\$236.60	\$291.52	\$688.38	\$1,462.30	\$1,884.93
0.97	\$402.22	\$892.72	\$1,143.97	\$61.33	\$210.94	\$257.65	\$674.18	\$1,436.64	\$1,851.06
1.00	\$388.03	\$867.06	\$1,110.10	\$47.14	\$185.28	\$223.78	\$659.99	\$1,410.98	\$1,817.19

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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**

	DELTA DENTAL		VSP (Vision Plan) (100% Employee Contribution)		
	DeltaCare DHMO	PPO			
Employee Only	\$32.21	\$101.75	\$8.08		
Employee + 1	\$32.21	\$101.75	\$16.16		
Employee + 2/more	\$32.21	\$101.75	\$26.04		
FTE	Employee Only or Family	Employee Only or Family	Employee Only	Employee +1	Employee + 2/more
<b>Caps</b>	<b>\$32.21</b>	<b>\$101.75</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>
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	<b>\$0.00</b>	<b>\$0.00</b>	\$8.08	\$16.16	\$26.04

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