

AFSCME - Full Time Plan/Option 1 PAK A - Plan 1 3T - HSA Funded	Mths	Single		Two-Person		Family	
		Premium	Total	Premium	Total	Premium	Total
HSA	1	1,350.00	1,350.00	2,700.00	2,700.00	2,700.00	2,700.00
MESSA PAK A - Medical	12	587.64	7,051.68	1,320.34	15,844.08	1,642.71	19,712.52
MESSA PAK A - Dental	12	44.04	528.48	83.35	1,000.20	150.88	1,810.56
MESSA PAK A - Vision + Taxes	12	11.56	138.72	24.82	297.84	37.34	448.08
MESSA PAK A - LTD	12	18.73	224.76	18.73	224.76	18.73	224.76
MESSA PAK A - Life & AD&D	12	6.75	81.00	6.75	81.00	6.75	81.00
Total Benefit Cost			9,374.64		20,147.88		24,976.92
Taxes	12	9.05	108.60	20.36	244.32	25.34	304.08
Vision Removed			(138.72)		(297.84)		(448.08)
Life & AD&D Removed			(81.00)		(81.00)		(81.00)
Cost Applied to Hard Cap*			9,263.52		20,013.36		24,751.92
2019 Hard Cap			(6,685.17)		(13,980.75)		(18,232.31)
EmployEE Share			2,578.35		6,032.61		6,519.61
Monthly Share	12		214.86		502.72		543.30
Biweekly - 12 Mth (starting 1/2019)	26 Pays		99.17		232.02		250.75
10-Month (1/2019-6/2019)**	12 Pays		133.70		313.22		337.68

*Medical, Dental, and LTD applied to hard cap

**The 10-month rate will vary depending on the payroll deduction option chosen

AFSCME - Full Time Plan/Option 1 PAK A - Plan 1 3T - HSA Not Funded	Mths	Single		Two-Person		Family	
		Premium	Total	Premium	Total	Premium	Total
HSA	0	1,350.00	0.00	2,700.00	0.00	2,700.00	0.00
MESSA PAK A - Medical	12	587.64	7,051.68	1,320.34	15,844.08	1,642.71	19,712.52
MESSA PAK A - Dental	12	44.04	528.48	83.35	1,000.20	150.88	1,810.56
MESSA PAK A - Vision + Taxes	12	11.56	138.72	24.82	297.84	37.34	448.08
MESSA PAK A - LTD	12	18.73	224.76	18.73	224.76	18.73	224.76
MESSA PAK A - Life & AD&D	12	6.75	81.00	6.75	81.00	6.75	81.00
Total Benefit Cost			8,024.64		17,447.88		22,276.92
Taxes	12	9.05	108.60	20.36	244.32	25.34	304.08
Vision Removed			(138.72)		(297.84)		(448.08)
Life and AD&D Removed			(81.00)		(81.00)		(81.00)
Cost Applied to Hard Cap*			7,913.52		17,313.36		22,051.92
2019 Hard Cap			(6,685.17)		(13,980.75)		(18,232.31)
EmployEE Share			1,228.35		3,332.61		3,819.61
Monthly Share	12		102.36		277.72		318.30
Biweekly - 12 Mth (starting 1/2019)	26 Pays		47.24		128.18		146.91
10-Month (1/2019-6/2019)**	12 Pays		62.65		171.12		195.57

*Medical, Dental, and LTD applied to hard cap

**The 10-month rate will vary depending on the payroll deduction option chosen

AFSCME - Full Time Option 2 PAK B - Opt Out Medical	Mths	Single		Two-Person		Family	
		Premium	Total	Premium	Total	Premium	Total
Medical Incentive Payment	12	100.00	1,200.00	100.00	1,200.00	100.00	1,200.00
MESSA PAK B - Dental	12	38.43	461.16	73.84	886.08	139.71	1,676.52
MESSA PAK B - Vision + Taxes	12	11.56	138.72	24.82	297.84	37.34	448.08
MESSA PAK B - LTD	12	18.73	224.76	18.73	224.76	18.73	224.76
MESSA PAK B - Life and AD&D	12	7.50	90.00	7.50	90.00	7.50	90.00
Total Benefit Cost**			2,114.64		2,698.68		3,639.36
Taxes	12	0.00	0.00	0.00	0.00	0.00	0.00
Vision Removed			(138.72)		(297.84)		(448.08)
Life & AD&D Removed			(90.00)		(90.00)		(90.00)
Cost Applied to Hard Cap**			1,885.92		2,310.84		3,101.28
2019 Hard Cap			(6,685.17)		(13,980.75)		(18,232.31)
EmployEE Share			0.00		0.00		0.00
Monthly Share	12		0.00		0.00		0.00
Biweekly - 12 Mth (starting 1/2019)	26 Pays		0.00		0.00		0.00
10-Month (1/2019-6/2019)	12 Pays		0.00		0.00		0.00

**Medical, Dental, and LTD applied to hard cap

AFSCME - Full Time Option 3 PAK C - Plan 2 3T 10% - HSA	Mths	Single		Two-Person		Family	
		Premium	Total	Premium	Total	Premium	Total
HSA	1	1,350.00	1,350.00	2,700.00	2,700.00	2,700.00	2,700.00
MESSA PAK C - Medical	12	513.25	6,159.00	1,152.96	13,835.52	1,434.41	17,212.92
MESSA PAK C - Dental	12	44.04	528.48	83.35	1,000.20	150.88	1,810.56
MESSA PAK C - Vision + Taxes	12	11.56	138.72	24.82	297.84	37.34	448.08
MESSA PAK C - LTD	12	18.73	224.76	18.73	224.76	18.73	224.76
MESSA PAK C - Life and AD&D	12	6.75	81.00	6.75	81.00	6.75	81.00
Total Benefit Cost			8,481.96		18,139.32		22,477.32
Taxes	12	7.90	94.80	17.77	213.24	22.12	265.44
Vision Removed			(138.72)		(297.84)		(448.08)
Life and AD&D Removed			(81.00)		(81.00)		(81.00)
Cost Applied to Hard Cap*			8,357.04		17,973.72		22,213.68
2019 Hard Cap			(6,685.17)		(13,980.75)		(18,232.31)
EmployEE Share			1,671.87		3,992.97		3,981.37
Monthly Share	12		139.32		332.75		331.78
Biweekly - 12 Mth (starting 1/19)	26 Pays		64.30		153.58		153.13
Biweekly - 10 Mth (1/19-6/19)**	12 Pays		86.40		206.79		205.23

*Medical, Dental, and LTD applied to hard cap

**The 10-month rate will vary depending on the payroll deduction option chosen

AFSCME - Full Time Option 3 PAK C - Plan 2 3T 10% - No HSA	Mths	Single		Two-Person		Family	
		Premium	Total	Premium	Total	Premium	Total
HSA	1	1,350.00	0.00	2,700.00	0.00	2,700.00	0.00
MESSA PAK C - Medical	12	513.25	6,159.00	1,152.96	13,835.52	1,434.41	17,212.92
MESSA PAK C - Dental	12	44.04	528.48	83.35	1,000.20	150.88	1,810.56
MESSA PAK C - Vision + Taxes	12	11.56	138.72	24.82	297.84	37.34	448.08
MESSA PAK C - LTD	12	18.73	224.76	18.73	224.76	18.73	224.76
MESSA PAK C - Life and AD&D	12	6.75	81.00	6.75	81.00	6.75	81.00
Total Benefit Cost			7,131.96		15,439.32		19,777.32
Taxes	12	7.90	94.80	17.77	213.24	22.12	265.44
Vision Removed			(138.72)		(297.84)		(448.08)
Life and AD&D Removed			(81.00)		(81.00)		(81.00)
Cost Applied to Hard Cap*			7,007.04		15,273.72		19,513.68
2019 Hard Cap			(6,685.17)		(13,980.75)		(18,232.31)
EmployEE Share			321.87		1,292.97		1,281.37
Monthly Share	12		26.82		107.75		106.78
Biweekly - 12 Mth (starting 1/19)	26 Pays		12.38		49.73		49.28
Biweekly - 10 Mth** (1/19-6/19)	12 Pays		15.35		64.68		63.12

*Medical, Dental, and LTD applied to hard cap

**The 10-month rate will vary depending on the payroll deduction option chosen