

AFSCME - Full Time Option 3 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	40.10	481.20	79.83	957.96	145.67	1,748.04
MESSA PAK B - Vision	12	11.14	133.68	23.94	287.28	36.00	432.00
MESSA PAK B - LTD	12	19.36	232.32	19.36	232.32	19.36	232.32
MESSA PAK B - Life and AD&D	12	7.50	90.00	7.50	90.00	7.50	90.00
Total Benefit Cost**			2,137.20		2,767.56		3,702.36
Taxes	12	0.92	11.04	1.86	22.32	3.23	38.76
Cost Applied to Hard Cap**			2,148.24		2,789.88		3,741.12
2017 Hard Cap			(6,344.80)		(13,268.93)		(17,304.02)
EmployEE Share			0.00		0.00		0.00
Monthly Share	12		0.00		0.00		0.00
Biweekly - 12 Mth (7/2017 thru 6/2018)	26 Pays		0.00		0.00		0.00
Biweekly - 10 Mth (10/2017 thru 6/2018)	19 Pays		0.00		0.00		0.00

**All benefit costs applied to hard cap.

MESSA 2017-18 rates are listed, all other rates are estimated and will be updated when information is available.

AFSCME - Full Time Plan/Option 1 PAK A - ABC1 - HSA Funded	Mths	Single		Two-Person		Family	
		Premium	Total	Premium	Total	Premium	Total
HSA	1	1,300.00	1,300.00	2,600.00	2,600.00	2,600.00	2,600.00
MESSA PAK A - Medical	12	585.77	7,029.24	1,316.14	15,793.68	1,637.47	19,649.64
MESSA PAK A - Dental	12	41.41	496.92	81.70	980.40	145.98	1,751.76
MESSA PAK A - Vision	12	11.14	133.68	23.94	287.28	36.00	432.00
MESSA PAK A - LTD	12	19.36	232.32	19.36	232.32	19.36	232.32
MESSA PAK A - Life & AD&D	12	6.75	81.00	6.75	81.00	6.75	81.00
Total Benefit Cost**			9,273.16		19,974.68		24,746.72
Taxes	12	13.56	162.72	30.27	363.24	38.56	462.72
Cost Applied to Hard Cap**			9,435.88		20,337.92		25,209.44
2017 Hard Cap			(6,344.80)		(13,268.93)		(17,304.02)
EmployEE Share			3,091.08		7,068.99		7,905.42
Monthly Share	12		257.59		589.08		658.79
Biweekly - 12 Mth (7/2017 thru 6/2018)	26 Pays		118.89		271.88		304.05
Biweekly - 10 Mth (10/2017 thru 6/2018)	19 Pays		162.69		372.05		416.07

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AFSCME - Full Time Plan/Option 1 PAK A - ABC1 - HSA Not Funded	Mths	Single		Two-Person		Family	
		Premium	Total	Premium	Total	Premium	Total
HSA	0	1,300.00	0.00	2,600.00	0.00	2,600.00	0.00
MESSA PAK A - Medical & Basic Life	12	585.77	7,029.24	1,316.14	15,793.68	1,637.47	19,649.64
MESSA PAK A - Dental	12	41.41	496.92	81.70	980.40	145.98	1,751.76
MESSA PAK A - Vision	12	11.14	133.68	23.94	287.28	36.00	432.00
MESSA PAK A - LTD	12	19.36	232.32	19.36	232.32	19.36	232.32
MESSA PAK A - Life & AD&D	12	6.75	81.00	6.75	81.00	6.75	81.00
Total Benefit Cost**			7,973.16		17,374.68		22,146.72
Taxes	12	13.56	162.72	30.27	363.24	38.56	462.72
Cost Applied to Hard Cap**			8,135.88		17,737.92		22,609.44
2017 Hard Cap			(6,344.80)		(13,268.93)		(17,304.02)
EmployEE Share			1,791.08		4,468.99		5,305.42
Monthly Share	12		149.26		372.42		442.12
Biweekly - 12 Mth (7/2017 thru 6/2018)	26 Pays		68.89		171.88		204.05
Biweekly - 10 Mth (10/2017 thru 6/2018)	19 Pays		94.27		235.21		279.23

**All benefit costs applied to hard cap.

MESSA 2017-18 rates are listed, all other rates are estimated and will be updated when information is available.

AFSCME - Full Time Option 2 PAK C - ABC2 - HSA Funded	Mths	Single		Two-Person		Family	
		Premium	Total	Premium	Total	Premium	Total
HSA	1	1,300.00	1,300.00	2,600.00	2,600.00	2,600.00	2,600.00
MESSA PAK C - Medical	12	548.32	6,579.84	1,231.84	14,782.08	1,532.58	18,390.96
MESSA PAK C - Dental	12	41.41	496.92	81.70	980.40	145.98	1,751.76
MESSA PAK C - Vision	12	11.14	133.68	23.94	287.28	36.00	432.00
MESSA PAK C - LTD	12	19.36	232.32	19.36	232.32	19.36	232.32
MESSA PAK C - Life and AD&D	12	6.75	81.00	6.75	81.00	6.75	81.00
Total Benefit Cost**			8,823.76		18,963.08		23,488.04
Taxes	12	12.74	152.88	28.46	341.52	36.29	435.48
Cost Applied to Hard Cap**			8,976.64		19,304.60		23,923.52
2017 Hard Cap			(6,344.80)		(13,268.93)		(17,304.02)
EmployEE Share			2,631.84		6,035.67		6,619.50
Monthly Share	12		219.32		502.97		551.63
Biweekly - 12 Mth (7/2017 thru 6/2018)	26 Pays		101.22		232.14		254.60
Biweekly - 10 Mth (10/2017 thru 6/2018)	19 Pays		138.52		317.67		348.39

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AFSCME - Full Time Option 2 PAK C - ABC2 - HSA Not Funded	Mths	Single		Two-Person		Family	
		Premium	Total	Premium	Total	Premium	Total
HSA	0	1,300.00	0.00	2,600.00	0.00	2,600.00	0.00
MESSA PAK C - Medical	12	548.32	6,579.84	1,231.84	14,782.08	1,532.58	18,390.96
MESSA PAK C - Dental	12	41.41	496.92	81.70	980.40	145.98	1,751.76
MESSA PAK C - Vision	12	11.14	133.68	23.94	287.28	36.00	432.00
MESSA PAK C - LTD	12	19.36	232.32	19.36	232.32	19.36	232.32
MESSA PAK C - Life and AD&D	12	6.75	81.00	6.75	81.00	6.75	81.00
Total Benefit Cost**			7,523.76		16,363.08		20,888.04
Taxes	12	12.74	152.88	28.46	341.52	36.29	435.48
Cost Applied to Hard Cap**			7,676.64		16,704.60		21,323.52
2017 Hard Cap			(6,344.80)		(13,268.93)		(17,304.02)
EmployEE Share			1,331.84		3,435.67		4,019.50
Monthly Share	12		110.99		286.31		334.96
Biweekly - 12 Mth (7/2017 thru 6/2018)	26 Pays		51.22		132.14		154.60
Biweekly - 10 Mth (10/2017 thru 6/2018)	19 Pays		70.10		180.82		211.55

**All benefit costs applied to hard cap.

MESSA 2017-18 rates are listed, all other rates are estimated and will be updated when information is available.