

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	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	0.68	8.16	1.35	16.20	2.46	29.52
Vision Removed			(133.68)		(287.28)		(432.00)
Life & AD&D Removed			(90.00)		(90.00)		(90.00)
Cost Applied to Hard Cap**			1,921.68		2,406.48		3,209.88
2018 Hard Cap			(6,560.52)		(13,720.07)		(17,892.36)
EmployEE Share			0.00		0.00		0.00
Monthly Share	12		0.00		0.00		0.00
Biweekly - 12 Mth (starting 1/2018)	26 Pays		0.00		0.00		0.00
10-Month (1/2018-6/2018)**	12 Pays		0.00		0.00		0.00

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

AFSCME - Full Time Plan/Option 1 PAK A - ABC1 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	560.34	6,724.08	1,258.91	15,106.92	1,566.25	18,795.00
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			9,018.00		19,387.92		23,992.08
Taxes	12	12.77	153.24	28.53	342.36	36.25	435.00
Vision Removed			(133.68)		(287.28)		(432.00)
Life & AD&D Removed			(81.00)		(81.00)		(81.00)
Cost Applied to Hard Cap*			8,956.56		19,362.00		23,914.08
2018 Hard Cap			(6,560.52)		(13,720.07)		(17,892.36)
EmployEE Share			2,396.04		5,641.93		6,021.72
Monthly Share	12		199.67		470.16		501.81
Biweekly - 12 Mth (starting 1/2018)	26 Pays		92.16		217.00		231.60
10-Month (1/2018-6/2018)**	12 Pays		133.73		312.59		337.59

*Medical, Dental, and LTD applied to hard cap

**Assumes Transfer from ABC1 HSA Plan. The 10-month rate for transfers from other plans will vary.

AFSCME - Full Time Plan/Option 1 PAK A - ABC 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	560.34	6,724.08	1,258.91	15,106.92	1,566.25	18,795.00
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			7,668.00		16,687.92		21,292.08
Taxes	12	12.77	153.24	28.53	342.36	36.25	435.00
Vision Removed			(133.68)		(287.28)		(432.00)
Life and AD&D Removed			(81.00)		(81.00)		(81.00)
Cost Applied to Hard Cap*			7,606.56		16,662.00		21,214.08
2018 Hard Cap			(6,560.52)		(13,720.07)		(17,892.36)
EmployEE Share			1,046.04		2,941.93		3,321.72
Monthly Share	12		87.17		245.16		276.81
Biweekly - 12 Mth (starting 1/2018)	26 Pays		40.23		113.15		127.76
10-Month (1/2018-6/2018)**	12 Pays		63.22		171.58		196.58

*Medical, Dental, and LTD applied to hard cap

**Assumes Transfer from ABC 1 No HSA Plan. The 10-month rate for transfers from other plans will vary.

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	489.42	5,873.04	1,099.34	13,192.08	1,367.67	16,412.04
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			8,166.96		17,473.08		21,609.12
Taxes	12	11.24	134.88	25.08	300.96	31.96	383.52
Vision Removed			(133.68)		(287.28)		(432.00)
Life and AD&D Removed			(81.00)		(81.00)		(81.00)
Cost Applied to Hard Cap*			8,087.16		17,405.76		21,479.64
2018 Hard Cap			(6,560.52)		(13,720.07)		(17,892.36)
EmployEE Share			1,526.64		3,685.69		3,587.28
Monthly Share	12		127.22		307.14		298.94
Biweekly - 12 Mth (starting 1/18)	26 Pays		58.72		141.76		137.97
Biweekly - 10 Mth** (1/18-6/18)	12 Pays		92.47		219.75		222.06

*Medical, Dental, and LTD applied to hard cap

**Assumes Transfer from PAK C HSA Plan. The 10-month rate for transfers from other plans will vary.

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	489.42	5,873.04	1,099.34	13,192.08	1,367.67	16,412.04
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			6,816.96		14,773.08		18,909.12
Taxes	12	11.24	134.88	25.08	300.96	31.96	383.52
Vision Removed			(133.68)		(287.28)		(432.00)
Life and AD&D Removed			(81.00)		(81.00)		(81.00)
Cost Applied to Hard Cap*			6,737.16		14,705.76		18,779.64
2018 Hard Cap			(6,560.52)		(13,720.07)		(17,892.36)
EmployEE Share			176.64		985.69		887.28
Monthly Share	12		14.72		82.14		73.94
Biweekly - 12 Mth (starting 1/18)	26 Pays		6.79		37.91		34.13
Biweekly - 10 Mth** (1/18-6/18)	12 Pays		21.96		78.75		81.05

*Medical, Dental, and LTD applied to hard cap

**Assumes Transfer from PAK C No HSA Plan. The 10-month rate for transfers from other plans will vary.