

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	511.61	6,139.32	1,149.28	13,791.36	1,429.82	17,157.84
MESSA PAK A - Dental	12	44.16	529.92	86.55	1,038.60	151.90	1,822.80
MESSA PAK A - Vision	12	12.38	148.56	26.59	319.08	40.00	480.00
MESSA PAK A - LTD	12	18.88	226.56	18.88	226.56	18.88	226.56
MESSA PAK A - Life & AD&D	12	6.75	81.00	6.75	81.00	6.75	81.00
<b>Total Benefit Cost**</b>			<b>8,425.36</b>		<b>18,056.60</b>		<b>22,368.20</b>
Taxes	12	18.40	220.80	41.11	493.32	51.98	623.76
<b>Cost Applied to Hard Cap**</b>			<b>8,646.16</b>		<b>18,549.92</b>		<b>22,991.96</b>
2014 Hard Cap			<b>(5,857.58)</b>		<b>(12,250.00)</b>		<b>(15,975.23)</b>
<b>EmployEE Share</b>			<b>2,788.58</b>		<b>6,299.92</b>		<b>7,016.73</b>
Monthly Share	12		232.38		524.99		584.73
Biweekly - 12 Mth (7/2016 thru 6/2017)	27 Pays		103.28		233.33		259.88
Biweekly - 10 Mth (10/2016 thru 6/2017)	19 Pays		146.77		331.57		369.30

\*\*All benefit costs applied to hard cap.

MESSA 2016-17 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 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	511.61	6,139.32	1,149.28	13,791.36	1,429.82	17,157.84
MESSA PAK A - Dental	12	44.16	529.92	86.55	1,038.60	151.90	1,822.80
MESSA PAK A - Vision	12	12.38	148.56	26.59	319.08	40.00	480.00
MESSA PAK A - LTD	12	18.88	226.56	18.88	226.56	18.88	226.56
MESSA PAK A - Life & AD&D	12	6.75	81.00	6.75	81.00	6.75	81.00
<b>Total Benefit Cost**</b>			<b>7,125.36</b>		<b>15,456.60</b>		<b>19,768.20</b>
Taxes	12	18.40	220.80	41.11	493.32	51.98	623.76
<b>Cost Applied to Hard Cap**</b>			<b>7,346.16</b>		<b>15,949.92</b>		<b>20,391.96</b>
2014 Hard Cap			<b>(5,857.58)</b>		<b>(12,250.00)</b>		<b>(15,975.23)</b>
<b>EmployEE Share</b>			<b>1,488.58</b>		<b>3,699.92</b>		<b>4,416.73</b>
Monthly Share	12		124.05		308.33		368.06
Biweekly - 12 Mth (7/2016 thru 6/2017)	27 Pays		55.13		137.03		163.58
Biweekly - 10 Mth (10/2016 thru 6/2017)	19 Pays		78.35		194.73		232.46

\*\*All benefit costs applied to hard cap.

MESSA 2016-17 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	478.91	5,746.92	1,075.67	12,908.04	1,338.23	16,058.76
MESSA PAK C - Dental	12	44.16	529.92	86.55	1,038.60	151.90	1,822.80
MESSA PAK C - Vision	12	12.38	148.56	26.59	319.08	40.00	480.00
MESSA PAK C - LTD	12	18.88	226.56	18.88	226.56	18.88	226.56
MESSA PAK C - Life and AD&D	12	6.75	81.00	6.75	81.00	6.75	81.00
<b>Total Benefit Cost**</b>			<b>8,032.96</b>		<b>17,173.28</b>		<b>21,269.12</b>
Taxes	12	18.40	220.80	41.11	493.32	51.98	623.76
<b>Cost Applied to Hard Cap**</b>			<b>8,253.76</b>		<b>17,666.60</b>		<b>21,892.88</b>
2014 Hard Cap			<b>(5,857.58)</b>		<b>(12,250.00)</b>		<b>(15,975.23)</b>
<b>EmployEE Share</b>			<b>2,396.18</b>		<b>5,416.60</b>		<b>5,917.65</b>
Monthly Share	12		199.68		451.38		493.14
Biweekly - 12 Mth (7/2016 thru 6/2017)	27 Pays		88.75		200.61		219.17
Biweekly - 10 Mth (10/2016 thru 6/2017)	19 Pays		126.11		285.08		311.46

\*\*All benefit costs applied to hard cap.

MESSA 2016-17 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 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	478.91	5,746.92	1,075.67	12,908.04	1,338.23	16,058.76
MESSA PAK C - Dental	12	44.16	529.92	86.55	1,038.60	151.90	1,822.80
MESSA PAK C - Vision	12	12.38	148.56	26.59	319.08	40.00	480.00
MESSA PAK C - LTD	12	18.88	226.56	18.88	226.56	18.88	226.56
MESSA PAK C - Life and AD&D	12	6.75	81.00	6.75	81.00	6.75	81.00
<b>Total Benefit Cost**</b>			<b>6,732.96</b>		<b>14,573.28</b>		<b>18,669.12</b>
Taxes	12	18.40	220.80	41.11	493.32	51.98	623.76
<b>Cost Applied to Hard Cap**</b>			<b>6,953.76</b>		<b>15,066.60</b>		<b>19,292.88</b>
2014 Hard Cap			<b>(5,857.58)</b>		<b>(12,250.00)</b>		<b>(15,975.23)</b>
<b>EmployEE Share</b>			<b>1,096.18</b>		<b>2,816.60</b>		<b>3,317.65</b>
Monthly Share	12		91.35		234.72		276.47
Biweekly - 12 Mth (7/2016 thru 6/2017)	27 Pays		40.60		104.32		122.88
Biweekly - 10 Mth (10/2016 thru 6/2017)	19 Pays		57.69		148.24		174.61

\*\*All benefit costs applied to hard cap.

MESSA 2016-17 rates are listed, all other rates are estimated and will be updated when information is available.

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	44.83	537.96	88.45	1,061.40	157.10	1,885.20
MESSA PAK B - Vision	12	12.38	148.56	26.59	319.08	40.00	480.00
MESSA PAK B - LTD	12	18.88	226.56	18.88	226.56	18.88	226.56
MESSA PAK B - Life and AD&D	12	7.50	90.00	7.50	90.00	7.50	90.00
<b>Total Benefit Cost**</b>			<b>2,203.08</b>		<b>2,897.04</b>		<b>3,881.76</b>
Taxes	12	1.00	12.00	2.03	24.36	3.38	40.56
<b>Cost Applied to Hard Cap**</b>			<b>2,215.08</b>		<b>2,921.40</b>		<b>3,922.32</b>
2014 Hard Cap			<b>(5,857.58)</b>		<b>(12,250.00)</b>		<b>(15,975.23)</b>
<b>EmployEE Share</b>			<b>0.00</b>		<b>0.00</b>		<b>0.00</b>
Monthly Share	12		0.00		0.00		0.00
Biweekly - 12 Mth (7/2016 thru 6/2017)	27 Pays		0.00		0.00		0.00
Biweekly - 10 Mth (10/2016 thru 6/2017)	19 Pays		0.00		0.00		0.00

\*\*All benefit costs applied to hard cap.

MESSA 2016-17 rates are listed, all other rates are estimated and will be updated when information is available.