

Medical, Dental, Vision Co-Share Rates by Union – Non-union status

Your co-share for health coverage varies depending on your union or non-union status. Employees in the unions listed above the chart, as well as non-union classified employees, pay a percent of premium based on the type of plan and annual salary.

These rates are based on 26 biweekly pay periods. **Employees whose co-share is based on premium and work a 20 pay period schedule (reduced year) will be billed for their co-share while out for the summer.**

To minimize the financial impact to employees, in most cases, the co-share will be made on a pretax basis.

AAUP, PSA, PTAA, MPA, Physicians, Non Union Non Classified, Paying a Percent of Premium – 26 pay periods – effective July 1, 2008

Coverage Type	% of premium	Medical	Dental	Vision	Per pay period	Annual
Individual salary under \$79,999.99	11%	\$25.26	1.39	.35	\$27.00	\$702.00
Individual salary over \$80,000	13%	\$29.85	1.64	.41	\$31.90	\$829.40
Family salary under \$49,999.99	8%	\$51.50	2.82	.53	\$54.85	\$1,426.10
Family salary \$50,000 - \$79,999.99	11%	\$70.81	3.88	.73	\$75.42	\$1,960.92
Family salary over \$80,000	13%	\$83.68	4.59	.87	\$89.14	\$2,317.64

NON-UNION CLASSIFIED: Paying a Percent of Premium – 26 pay periods - effective July 1, 2008

Coverage Type	% of premium	Medical	Dental	Vision	Per pay period	Annual
Individual salary under \$74,999.99	12%	\$27.55	1.51	.38	\$29.44	\$765.44
Individual salary over \$75,000	15%	\$34.44	1.89	.47	\$36.80	\$956.80
Family salary under \$34,999.99	8%	\$51.50	2.82	.53	\$54.85	\$1,426.10
Family salary \$35,000 - \$74,999.99	12%	\$77.24	4.23	.80	\$82.27	\$2,139.02
Family salary over \$75,000	15%	\$96.56	5.29	1.00	\$102.85	\$2,674.10

Members of: **Council 94, ACT, and United Nurses & Allied Professionals**, contribute to their health coverage by paying a percent of their salary.

Employees pay 2.5% of base wages towards the Medical, Dental and Vision, and an additional .5% of other wages.

To minimize the financial impact to employees, health plan contributions will be made on a pre-tax basis unless otherwise requested.

2.50%	Base Wage
2.319%	Medical only
0.150%	Dental only
0.031%	Vision only