

City of San José
Human Resources Department

2012 Health Plan Semi-Monthly Rates

Effective from 1/1/2012 (PP 01) through 12/31/2012 (PP 25)

| Health Plan Options | | | | | | |
|--------------------------------------------------------------------------------------------------------|-------------------|------------------|---------------------------|-------------------|-----------------------|-----------------------|
| Health premiums are deducted the first 2 paydays of each month, and are pre-tax | | | | | | |
| | KAISER PERMANENTE | | BLUE SHIELD OF CALIFORNIA | | | |
| | KAISER Single | KAISER Family | BSC HMO Single | BSC HMO Family | BSC POS/PPO Single | BSC POS/PPO Family |
| 100% Benefits: Full-Time Employees Including RWW Employees who work 35 - 39 Hrs | | | | | | |
| Employee Contribution | 39.86 | 99.27 | 61.48 | 175.74 | 142.46 | 384.18 |
| City Contribution | 225.93 | 562.56 | 225.93 | 562.56 | 225.93 | 562.56 |
| Total | 265.79 | 661.83 | 287.41 | 738.30 | 368.39 | 946.74 |
| 75% Benefits: Part-Time Employees who work 30 - 39 Hrs & RWW Employees who work 30 - 34 Hrs | | | | | | |
| Employee Contribution | 96.34 | 239.91 | 117.96 | 316.38 | 198.94 | 524.82 |
| City Contribution | 169.45 | 421.92 | 169.45 | 421.92 | 169.45 | 421.92 |
| Total | 265.79 | 661.83 | 287.41 | 738.30 | 368.39 | 946.74 |
| 62.5% Benefits: Part-Time & RWW Employees who work 25 - 29 Hrs | | | | | | |
| Employee Contribution | 124.58 | 310.23 | 146.20 | 386.70 | 227.18 | 595.14 |
| City Contribution | 141.21 | 351.60 | 141.21 | 351.60 | 141.21 | 351.60 |
| Total | 265.79 | 661.83 | 287.41 | 738.30 | 368.39 | 946.74 |
| 50% Benefits: Part-Time & RWW Employees who work 20 - 24 Hrs | | | | | | |
| Employee Contribution | 152.82 | 380.55 | 174.44 | 457.02 | 255.42 | 665.46 |
| City Contribution | 112.97 | 281.28 | 112.97 | 281.28 | 112.97 | 281.28 |
| Total | 265.79 | 661.83 | 287.41 | 738.30 | 368.39 | 946.74 |

| Health In-Lieu Plan Payments | |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------|
| Payment in-lieu of coverage is available for qualified enrollees (full-time and RWW who work 35+ hours) Payments are made every payday, are taxable, and are subject to tax withholding | |
| If eligible for family coverage | 221.84 |
| If <u>not</u> eligible for family coverage | 89.09 |