

**University of California
Payroll Expense Staff Benefit Rates Chart
2003- 2007**

Health and Welfare

Description	Object Code	Rates				
		1/2003	1/2004	1/2005	1/2006	1/2007
Medical Insurance - Career ¹	8900	1/2003	1/2004	1/2005	1/2006	1/2007
Single Party		² →				
Two Party						
Family						
Medicare Part B	8540	1/2003	1/2004	1/2005	1/2006	1/2007
		58.70	66.60	78.20	88.50	93.50
Annuitant/Benefit Administration	8990	7/2003	7/2004			
Annuitant Health/Dental Insurance		2.30%	2.25%			
Administrative Fund		0.10%	0.10%			
Total		2.40%	2.35%			
Benefit Rates		7/2005	7/2006	7/2007		
OPEB	8231	2.55	2.75	2.86		
Benefits Administrative Rate	8995	0.13	0.14	0.18		
Total		2.68	2.89	3.04		
Employer Paid Temporary Disability	8800	1/2003	1/2004	1/2005	1/2006	1/2007
		6.13	6.13	6.13	6.13	6.13
Employer Paid Life Insurance – Basic Life	8980	1/2003	1/2004	1/2005	1/2006	1/2007
		4.82	4.82	4.82	4.82	4.34
Employer Paid Life Insurance – Core Life	8560	1/2003	1/2004	1/2005	1/2006	1/2007
		0.47	0.47	0.47	0.47	0.47

¹Core rates are the same as the Career Medical Insurance rates.

² Pages 9 through 25 contain rate information regarding the employer contribution for medical and dental insurance plans.

Dental Insurance	8950	1/2003	1/2004	1/2005		
Single Party		(2)	(2)	(2)		
Two Party						
Family						
Optical Insurance	8830	1/2003	1/2004	1/2005	1/2006	1/2007
All Coverage Levels		12.11	13.47	13.47	13.47	13.45

UC Retirement System

Description	Object Code	Rates				
		11/03	11/04	11/05	11/06	
UCRP - Contribution	8600					
Employee with OASDI		0.00%	0.00%	0.00%	0.00%	
Employee without OASDI		0.00%	0.00%	0.00%	0.00%	
Employee Tier Two		0.00%	0.00%	0.00%	0.00%	
Employee Safety		0.00%	0.00%	0.00%	0.00%	

Other Retirement Systems

Description	Object Code	Rates				
		7/2003	7/2004	7/2005	7/2006	7/2007
Public Employee' Retirement System (PERS)	8700					
		14.843%	17.022%	15.942%	16.997%	16.633%
Sacramento County Employees Retirement System (SCERS)	8820					
		18.1800%	20.41%	19.26%		
Orange County Employees Retirement System (OCERS)	8450					
		6.31%	7.82%	7.165%		

2 Pages 9 through 25 contain rate information regarding the employer contribution for medical and dental insurance plans.

Social Security

Description	Object Code	Rates				
		1/2003	1/2004	1/2005	1/2006	1/2007
OASDI³	8300	1/2003	1/2004	1/2005	1/2006	1/2007
Covered Wages		87,000.00	87,900.00	90,000.00	94,200.00	97,500.00
OASDI Employee Contribution Rate		6.2%	6.2%	6.2%	6.2%	6.2%
OASDI Employer Contribution Rate		6.2%	6.2%	6.2%	6.2%	6.2%
Maximum OASDI Tax		5394.00	5449.80	5580.00	5840.40	6045.00
Medicare	8310	1/2003	1/2004	1/2005	1/2006	1/2007
Covered Wages		No Cap	No Cap	No Cap	No Cap	No Cap
Medicare Employee Contribution Rate		1.45%	1.45%	1.45%	1.45%	1.45%
Medicare Employer Contribution Rate		1.45%	1.45%	1.45%	1.45%	1.45%
Maximum Medicare Tax		No Cap	No Cap	No Cap	No Cap	No Cap

³ Old Age, Survivors, and Disability Insurance

Unemployment Insurance

July 2003

Campus	General Funds	Federal Funds	Hospital Funds	Other Funds
Berkeley	0.02%	0.28%	N/A	0.28% (1)
San Francisco	0.10%	0.10%	0.10%	0.30% (2)
Davis	0.00%	0.10%	0.00%	0.00%
Los Angeles	0.05%	0.03%	0.15%	0.06% (3)
Riverside	0.10%	0.30%	N/A	0.30%
San Diego	0.08%	0.00%	0.00%	0.38%
Santa Cruz	0.15%	0.15%	N/A	0.75%
Santa Barbara	0.05%	0.05%	N/A	0.15%
Irvine	0.15%	0.30%	0.10%	0.15%

July 2004

Campus	General Funds	Federal Funds	Hospital Funds	Other Funds
Berkeley	0.34%	0.54%	0.00%	0.35%
San Francisco	0.10%	0.10%	0.10%	0.30% (2)
Davis	0.00%	0.20%	0.00%	0.00%
Los Angeles	0.05%	0.01%	0.15%	0.06% (3)
Riverside	0.10%	0.25%	N/A	0.41%
San Diego	0.06%	0.00%	0.00%	0.38%
Santa Cruz	0.30%	0.15%	N/A	0.01%
Santa Barbara	0.05%	0.15%	N/A	0.25%
Irvine	0.15%	0.45%	0.20%	0.15%

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- (1) Office of the President
 - (2) Langley Porter Psychiatric Institute
 - (3) Neuropsychiatric Institute

Unemployment Insurance

July 2005

Campus	General Funds	Federal Funds	Hospital Funds	Other Funds
Berkeley	0.18%	0.27%	0.00%	0.06%
San Francisco	0.10%	0.10%	0.10%	0.30% (2)
Davis	0.00%	0.30%	0.00%	0.00%
Los Angeles	0.05%	0.01%	0.15%	0.10% (3)
Riverside	0.10%	0.25%	N/A	0.41%
San Diego	0.06%	0.00%	0.00%	0.46%
Santa Cruz	0.15%	0.15%	N/A	0.01%
Santa Barbara	0.10%	0.10%	N/A	0.15%
Irvine	0.15%	0.15%	0.15%	0.25%

July 2006

Campus	General Funds	Federal Funds	Hospital Funds	Other Funds
Berkeley	0.18%	0.27%	0.00%	0.06%
San Francisco	0.10%	0.10%	0.10%	0.30% (2)
Davis	0.00%	0.30%	0.00%	0.00%
Los Angeles	0.05%	0.01%	0.15%	0.06% (3)
Riverside	0.10%	0.35%	N/A	0.30%
San Diego	0.00%	0.00%	0.00%	0.46%
Santa Cruz	0.15%	0.25%	N/A	0.11%
Santa Barbara	0.10%	0.35%	N/A	0.15%
Irvine	0.05%	0.25%	0.10%	0.10%

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- (1) Office of the President
 - (2) Langley Porter Psychiatric Institute
 - (3) Neuropsychiatric Institute

Unemployment Insurance

July 2007

Campus	General Funds	Federal Funds	Hospital Funds	Other Funds
Berkeley	0.18%	0.27%	0.00%	0.06%
San Francisco	0.10%	0.10%	0.10%	0.30% (2)
Davis	0.00%	0.30%	0.00%	0.00%
Los Angeles	0.05%	0.05%	0.10%	0.20% (3)
Riverside	0.10%	0.30%	N/A	0.24%
San Diego	0.00%	0.00%	0.00%	0.46%
Santa Cruz	0.10%	0.25%	N/A	0.05%
Santa Barbara	0.10%	0.35%	N/A	0.15%
Irvine	0.05%	0.15%	0.10%	0.10%

(4) Office of the President

(5) Langley Porter Psychiatric Institute

(6) Neuropsychiatric Institute

Workers' Compensation

July 2003

Campus	Campus Rate	Hospital	Other
Berkeley	0.81%	N/A	1.57% (1)
San Francisco	1.01 & 3.37%	1.01 & 3.37%	4.22% (2)
Davis	0.84%	5.77%	0.81% (1)
Los Angeles	(4)		0.51% (3)
Riverside	1.66%	N/A	1.66%
San Diego	0.79%	5.25%	0.79%
Santa Cruz	2.20%	N/A	3.74%
Santa Barbara	1.95%	N/A	1.95%
Irvine	1.03%	3.71%	1.03%

July 2004

Campus	Campus Rate	Hospital	Other
Berkeley	0.92%	N/A	1.90% (1)
San Francisco	0.88% & 3.33%	0.88% & 3.33%	3.45% (2)
Davis	0.93%	5.41%	0.93% (1)
Los Angeles	(4)		0.96% (3)
Riverside	1.09%	N/A	4.98%
San Diego	1.09%	4.98%	1.09%
Santa Cruz	2.40%	N/A	3.74%
Santa Barbara	1.91%	N/A	1.91%
Irvine	0.95%	3.86%	0.95%

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- (1) Office of the President
 - (2) Langley Porter Psychiatric Institute
 - (3) Neuropsychiatric Institute
 - (4) <http://www.payroll.ucla.edu/charts/chartfrm.htm>

Workers' Compensation

July 2005

Campus	Campus Rate	Hospital	Other
Berkeley	0.98%	N/A	1.72% (1)
San Francisco	0.82% & 3.94%	0.82% & 3.94%	2.93% (2)
Davis	0.89%	3.54%	0.89% (1)
Los Angeles	(4)		1.55% (3)
Riverside	1.86%	N/A	1.86%
San Diego	1.18%	4.01%	1.18%
Santa Cruz	2.02%	N/A	3.31%
Santa Barbara	1.59%	N/A	1.59%
Irvine	0.78%	3.46%	0.78%

July 2006

Campus	Campus Rate	Hospital	Other
Berkeley	0.76%	N/A	1.52% (1)
San Francisco	0.77	3.62%	2.32% (2)
Davis	0.93%	5.41%	0.93% (1)
Los Angeles	(4)		0.96% (3)
Riverside	1.62%	N/A	4.98%
San Diego	1.08%	3.73%	1.62%
Santa Cruz	2.75%	N/A	4.43%
Santa Barbara	1.19%	N/A	1.19%
Irvine	0.78%	3.23%	0.78%

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- (1) Office of the President
 - (2) Langley Porter Psychiatric Institute
 - (3) Neuropsychiatric Institute
 - (3) <http://www.payroll.ucla.edu/charts/chartfrm.htm>

Workers' Compensation

July 2007

Campus	Campus Rate	Hospital	Other
Berkeley	0.77%	N/A	1.41% (1)
San Francisco	0.90	3.20%	2.14% (2)
Davis	0.96%	1.90%	0.98% (1)
Los Angeles	(3)		
Riverside	1.62%	N/A	1.62%
San Diego	0.91%	3.09%	0.91%
Santa Cruz	1.663	N/A	3.65%
Santa Barbara	1.19%	N/A	1.19%
Irvine	0.74%	2.56%	0.74%

(1) Office of the President

(2) Langley Porter Psychiatric Institute

(3) <http://www.payroll.ucla.edu/charts/chartfrm.htm>

Employee Support Program

July 2003

Campus	Campus Rate	Hospital	Other
Berkeley	0.31%	N/A	0.31% (1)
San Francisco	0.26%	0.26%	0.26% (2)
Davis	0.18%	0.03%	0.18%
Los Angeles	0.07%	0.07%	0.07% (3)
Riverside	0.28%	N/A	0.28%
San Diego	0.23%	0.12%	0.23%
Santa Cruz	1.26%	N/A	0.26%
Santa Barbara	0.37%	N/A	0.37%
Irvine	0.48%	0.48%	0.00%

July 2004

Campus	Campus Rate	Hospital	Other
Berkeley	0.31%	N/A	0.31% (1)
San Francisco	0.27%	0.27%	0.27% (2)
Davis	0.18%	0.03%	0.18%
Los Angeles	0.09%	0.09%	0.09% (3)
Riverside	0.28%	N/A	0.28%
San Diego	0.23%	0.12%	0.23%
Santa Cruz	1.30%	N/A	0.30%
Santa Barbara	0.41%	N/A	0.41%
Irvine	0.45%	0.45%	0.00%

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- (1) Office of the President
 - (2) Langley Porter Psychiatric Institute
 - (3) Neuropsychiatric Institute

Employee Support Program

July 2005

Campus	Campus Rate	Hospital	Other
Berkeley	0.31%	N/A	0.31% (1)
San Francisco	0.27%	0.27%	0.27% (2)
Davis	0.18%	0.03%	0.18%
Los Angeles	0.16%	0.16%	0.16% (3)
Riverside	0.28%	N/A	0.28%
San Diego	0.23%	0.12%	0.23%
Santa Cruz	1.30%	N/A	0.30%
Santa Barbara	0.41%	N/A	0.41%
Irvine	0.47%	0.47%	0.00%

July 2006

Campus	Campus Rate	Hospital	Other
Berkeley	0.31%	N/A	0.31% (1)
San Francisco	0.27%	0.27%	0.27% (2)
Davis	0.18%	0.03%	0.18%
Los Angeles	0.09%	0.09%	0.09% (3)
Riverside	0.28%	N/A	0.28%
San Diego	0.23%	0.12%	0.23%
Santa Cruz	1.05%	N/A	0.30%
Santa Barbara	0.39%	N/A	0.39%
Irvine	0.47%	0.47%	0.00%

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- (1) Office of the President
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 - (3) Neuropsychiatric Institute

Employee Support Program

July 2007

Campus	Campus Rate	Hospital	Other
Berkeley	0.31%	N/A	0.31% (1)
San Francisco	0.27%	0.27%	0.27% (2)
Davis	0.19%	0.32%	0.19%
Los Angeles	0.08%	0.00%	0.07% (3)
Riverside	0.28%	N/A	0.28%
San Diego	0.23%	0.12%	0.23%
Santa Cruz	0.30%	N/A	0.30%
Santa Barbara	0.35%	N/A	0.35%
Irvine	0.46%	0.46%	0.46%

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- (1) Office of the President
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(3) Neuropsychiatric Institute

Health and Welfare – Medical Insurance for Employees with Annual Salaries of \$40,000 And Under

Description	Object Code	Rates			
		1/2003	1/2004	1/2005	1/2006
Health Net	8900	1/2003	1/2004	1/2005	1/2006
Single Party		221.06	247.65	281.94	308.35
Adult plus Child (ren)		397.90	445.78	507.49	555.03
Two Adults		464.21	520.06	592.07	630.58
Family		641.07	718.20	817.65	877.26
Kaiser Permanente – CA	8900	1/2003	1/2004	1/2005	1/2006
Single Party		208.07	234.33	264.64	293.16
Adult plus Child (ren)		374.53	421.80	476.35	527.69
Two Adults		436.95	492.10	555.74	615.64
Family		603.41	679.55	767.46	850.16
Kaiser Umbrella	8900	1/2003	1/2004	1/2005	1/2006
Single Party		226.00	261.16	304.90	308.35
Adult plus Child (ren)		407.40	470.79	548.82	555.03
Two Adults		474.80	548.68	606.75	630.58
Family		656.20	758.30	850.67	877.26
Kaiser Mid-Atlantic Washington	8900	1/2003	1/2004	1/2005	1/2006
Single Party		226.00	271.28	301.27	308.35
Adult plus Child (ren)		407.40	489.00	542.98	555.03
Two Adults		474.80	569.91	632.89	630.58
Family		656.20	787.64	874.61	877.26
PacifiCare of California	8900	1/2003	1/2004	1/2005	1/2006
Single Party		209.90	229.72	278.47	308.35
Adult plus Child (ren)		377.82	413.50	501.24	555.03
Two Adults		440.78	482.40	551.25	630.58
Family		608.71	666.17	774.01	877.26
High Option	8900	1/2003	1/2004	1/2005	1/2006
Single Party		226.00	377.00	304.90	308.35
Adult plus Child (ren)		407.40	640.20	548.82	555.03
Two Adults		474.80	758.80	606.75	630.58
Family		656.20	1,023.20	850.67	877.26

Health and Welfare – Medical Insurance for Employees with Annual Salaries of \$40,000 And Under

Description	Object Code	Rates			
		1/2003	1/2004	1/2005	1/2006
Blue Cross Plus	8900	1/2003	1/2004	1/2005	1/2006
Single Party		239.96	274.26	323.72	308.35
Adult plus Child (ren)		431.93	493.68	582.69	555.03
Two Adults		503.92	575.95	679.80	630.58
Family		695.91	795.58	938.80	877.26
Blue Cross PPO	8900	1/2003	1/2004	1/2005	1/2006
Single Party		261.89	324.33	367.85	308.35
Adult plus Child (ren)		471.39	583.78	662.12	555.03
Two Adults		549.96	681.08	772.49	630.58
Family		759.47	940.54	1066.77	877.26
Western Health Advantage	8900	1/2003	1/2004	1/2005	1/2006
Single Party		218.70	245.06	285.59	286.79
Adult plus Child (ren)		393.66	441.12	514.07	516.22
Two Adults		459.27	514.64	599.75	602.26
Family		634.23	710.69	828.22	831.69
Core Major Medical - California	8900	1/2003	1/2004	1/2005	1/2006
Single Party		226.00	256.37	304.90	308.35
Adult plus Child (ren)		407.40	451.47	548.82	555.03
Two Adults		474.80	511.06	606.75	630.58
Family		656.20	716.15	850.67	877.26
PacifiCare of Nevada	8900	1/2003	1/2004	1/2005	1/2006
Single Party		226.00	318.03	304.90	308.35
Adult plus Child (ren)		407.40	573.13	548.82	555.03
Two Adults		474.80	668.08	606.75	630.58
Family		656.20	923.19	850.67	877.26
Definity Health Pilot (UCSF & UCSB)	8900		1/2004	1/2005	1/2006
Single Party			256.37	290.63	308.35
Adult plus Child (ren)			461.47	523.13	555.03
Two Adults			511.06	597.18	630.58
Family			716.15	829.68	877.26

Health and Welfare – Medical Insurance for Employees with Annual Salaries of \$40,000 And Under

Description	Object Code	Rates		
		1/2004	1/2005	1/2006
Select EPO	8900			
Single Party		246.37	260.20	308.35
Adult plus Child (ren)		444.16	469.06	555.03
Two Adults		517.60	546.66	630.58
Family		715.39	755.51	877.26

Health and Welfare – Medical Insurance for Employees with Annual Salaries over \$40,000

Description	Object Code	Rates		
Health Net	8900	1/2003		
Single Party		213.06		
Adult plus Child (ren)		383.50		
Two Adults		447.41		
Family		617.87		
Kaiser Permanente – CA ⁴	8900	1/2003		
Single Party		200.07		
Adult plus Child (ren)		360.13		
Two Adults		420.15		
Family		580.21		
Kaiser Umbrella	8900	1/2003		
Single Party		218.00		
Adult plus Child (ren)		393.00		
Two Adults		458.00		
Family		633.00		
Kaiser Mid-Atlantic Washington⁵	8900	1/2003		
Single Party		218.00		
Adult plus Child (ren)		393.00		
Two Adults		458.00		
Family		633.00		
PacifiCare of California	8900	1/2003		
Single Party		201.90		
Adult plus Child (ren)		363.42		
Two Adults		423.98		
Family		585.51		
High Option	8900	1/2003		
Single Party		218.00		
Adult plus Child (ren)		393.00		
Two Adults		458.00		
Family		633.00		

⁴ North and South

⁵ New plan effective 01/01/2001

Health and Welfare – Medical Insurance for Employees with Annual Salaries over \$40,000

Description	Object Code	Rates		
Blue Cross Plus	8900	1/2003		
Single Party		231.96		
Adult plus Child (ren)		417.53		
Two Adults		487.12		
Family		672.71		
Blue Cross PPO				
Single Party		253.89		
Adult plus Child (ren)		456.99		
Two Adults		533.16		
Family		736.27		
Western Health Advantage	8900	1/2003		
Single Party		210.70		
Adult plus Child (ren)		379.26		
Two Adults		442.47		
Family		611.03		
Core Major Medical - California	8900	1/2003		
Single Party		218.00		
Adult plus Child (ren)		393.00		
Two Adults		458.00		
Family		633.00		
PacifiCare of Nevada	8900	1/2003		
Single Party		218.00		
Adult plus Child (ren)		393.00		
Two Adults		458.00		
Family		633.00		

Health and Welfare – Medical Insurance for Employees with Annual Salaries \$40,001 to \$80,000

Description	Object Code	Rates		
		1/2004	1/2005	1/2006
Health Net	8900	1/2004	1/2005	1/2006
Single Party		234.67	268.96	294.35
Adult plus Child (ren)		422.41	484.12	529.83
Two Adults		479.66	551.67	584.18
Family		667.39	766.84	819.66
Kaiser Permanente – CA ⁶		1/2004	1/2005	1/2006
Single Party		225.04	255.35	279.16
Adult plus Child (ren)		405.08	459.63	502.49
Two Adults		467.02	530.66	569.24
Family		647.10	735.01	792.56
Kaiser Umbrella	8900	1/2004	1/2005	1/2006
Single Party		248.37	296.90	294.35
Adult plus Child (ren)		447.07	534.42	529.83
Two Adults		494.26	589.95	584.18
Family		692.95	827.47	819.66
Kaiser Mid-Atlantic Washington	8900	1/2004	1/2005	1/2006
Single Party		248.37	278.36	294.35
Adult plus Child (ren)		447.07	501.05	529.83
Two Adults		494.26	557.24	584.18
Family		692.95	779.92	819.66
PacifiCare	8900	1/2004	1/2005	1/2006
Single Party		216.17	264.92	294.35
Adult plus Child (ren)		389.10	476.84	529.83
Two Adults		440.80	509.65	584.18
Family		613.71	721.55	819.66
High Option	8900	1/2004	1/2005	1/2006
Single Party		248.37	296.90	294.35
Adult plus Child (ren)		447.07	534.42	529.83
Two Adults		494.26	589.95	584.18
Family		692.95	827.47	819.66

⁶ North and South

Health and Welfare – Medical Insurance for Employees with Annual Salaries \$40,001 to \$80,000

Description	Object Code	Rates		
		1/2004	1/2005	1/2006
Blue Cross Plus	8900	1/2004	1/2005	1/2006
Single Party		264.21	313.67	294.35
Adult plus Child (ren)		475.58	564.59	529.83
Two Adults		541.69	645.54	584.18
Family		753.07	896.49	819.66
Blue Cross PPO		1/2004	1/2005	1/2006
Single Party		308.24	351.76	294.35
Adult plus Child (ren)		554.81	633.15	529.83
Two Adults		634.14	725.55	584.18
Family		880.71	1006.94	819.66
Western Health Advantage	8900	1/2004	1/2005	1/2006
Single Party		236.10	276.63	272.79
Adult plus Child (ren)		424.99	497.94	491.02
Two Adults		486.40	571.51	555.86
Family		676.69	794.22	774.09
Core Major Medical - California	8900	1/2004	1/2005	1/2006
Single Party		248.37	296.90	294.35
Adult plus Child (ren)		447.07	534.42	529.83
Two Adults		494.26	589.95	584.18
Family		692.95	827.47	819.66
PacifiCare of Nevada	8900	1/2004	1/2005	1/2006
Single Party		248.37	293.93	294.35
Adult plus Child (ren)		447.07	529.09	529.83
Two Adults		494.26	589.95	584.18
Family		692.95	825.10	819.66
Definity Health Pilot (UCSF & UCSB) ⁷	8900	1/2004	1/2005	1/2006
Single Party		248.37	282.63	294.35
Adult plus Child (ren)		447.07	508.73	529.83
Two Adults		494.26	580.38	584.18
Family		692.95	806.48	819.66

⁷ New plan effective 01/01/2004.

Health and Welfare – Medical Insurance for Employees with Annual Salaries \$40,001 to \$80,000

Description	Object Code	Rates		
		1/2004	1/2005	1/2006
Select EPO⁸	8900			
Single Party		248.37	262.20	294.35
Adult plus Child (ren)		447.07	471.97	529.83
Two Adults		494.26	523.32	584.18
Family		692.95	733.07	819.66

⁸ New plan effective 01/01/2004.

Health and Welfare – Medical Insurance for Employees with Annual Salaries \$80,001 to \$120,000

Description	Object Code	Rates		
		1/2004	1/2005	1/2006
Health Net	8900	1/2004	1/2005	1/2006
Single Party		220.53	254.82	275.35
Adult plus Child (ren)		396.97	458.68	495.63
Two Adults		436.61	508.62	535.78
Family		613.04	712.49	756.06
Kaiser Permanente – CA ⁹		1/2004	1/2005	1/2006
Single Party		215.83	246.14	260.16
Adult plus Child (ren)		388.50	443.05	468.29
Two Adults		442.00	505.64	520.84
Family		614.78	702.69	728.96
Kaiser Umbrella	8900	1/2004	1/2005	1/2006
Single Party		236.37	284.90	275.35
Adult plus Child (ren)		425.47	512..82	495.63
Two Adults		469.06	564.75	535.78
Family		658.15	792.67	756.06
Kaiser Mid-Atlantic Washington	8900	1/2004	1/2005	1/2006
Single Party		236.37	266.36	275.35
Adult plus Child (ren)		425.47	479.45	495.63
Two Adults		469.06	532.04	535.78
Family		658.15	745.12	756.06
PacifiCare	8900	1/2004	1/2005	1/2006
Single Party		201.37	250.12	275.35
Adult plus Child (ren)		362.48	450.22	495.63
Two Adults		396.37	465.22	535.78
Family		557.46	665.30	756.06
High Option	8900	1/2004	1/2005	1/2006
Single Party		236.37	284.90	275.35
Adult plus Child (ren)		425.47	512.82	495.63
Two Adults		469.06	564.75	535.78
Family		658.15	792.67	756.06

⁹ North and South.

Health and Welfare – Medical Insurance for Employees with Annual Salaries \$80,001 to \$120,000

Description	Object Code	Rates		
		1/2004	1/2005	1/2006
Blue Cross Plus	8900			
Single Party		248.40	297.86	275.35
Adult plus Child (ren)		447.15	536.16	495.63
Two Adults		495.15	599.00	535.78
Family		693.89	837.31	756.06
Blue Cross PPO		1/2004	1/2005	1/2006
Single Party		289.21	332.73	275.35
Adult plus Child (ren)		520.58	598.92	495.63
Two Adults		580.83	672.24	535.78
Family		812.20	938.43	756.06
Western Health Advantage	8900	1/2004	1/2005	1/2006
Single Party		227.14	267.67	253.79
Adult plus Child (ren)		408.86	481.81	456.82
Two Adults		458.00	543.11	507.46
Family		642.57	760.10	710.49
Core Major Medical - California	8900	1/2004	1/2005	1/2006
Single Party		236.37	284.90	275.35
Adult plus Child (ren)		425.47	512.82	495.63
Two Adults		469.06	564.75	535.78
Family		658.15	792.67	756.06
PacifiCare of Nevada	8900	1/2004	1/2005	1/2006
Single Party		236.37	281.93	275.35
Adult plus Child (ren)		425.47	507.49	495.63
Two Adults		469.06	564.75	535.78
Family		658.15	790.30	756.06
Definity Health Pilot (UCSF & UCSB) ¹⁰	8900	1/2004	1/2005	1/2006
Single Party		236.37	270.63	275.35
Adult plus Child (ren)		425.47	487.13	495.63
Two Adults		469.06	555.18	535.78
Family		658.15	771.68	756.06

¹⁰ New plan effective 01/01/2004.

Health and Welfare – Medical Insurance for Employees with Annual Salaries \$80,001 to \$120,000

Description	Object Code	Rates		
		1/2004	1/2005	1/2006
Select EPO ¹¹	8900	1/2004	1/2005	1/2006
Single Party		236.37	250.20	275.35
Adult plus Child (ren)		425.47	450.37	495.63
Two Adults		469.06	498.12	535.78
Family		658.15	698.27	756.06

¹¹ New plan effective 01/01/2004.

Health and Welfare – Medical Insurance for Employees with Annual Salaries over \$120,000

Description	Object Code	Rates		
		1/2004	1/2005	1/2006
Health Net	8900	1/2004	1/2005	1/2006
Single Party		204.53	238.82	251.35
Adult plus Child (ren)		368.17	429.88	452.43
Two Adults		403.01	475.02	485.38
Family		566.64	666.09	686.46
Kaiser Permanente – CA ¹²		1/2004	1/2005	1/2006
Single Party		199.83	230.14	236.16
Adult plus Child (ren)		359.70	414.25	425.09
Two Adults		408.40	472.04	470.44
Family		568.38	656.29	659.36
Kaiser Umbrella	8900	1/2004	1/2005	1/2006
Single Party		220.37	268.90	251.35
Adult plus Child (ren)		396.67	484.02	452.43
Two Adults		435.46	530.15	485.38
Family		611.75	746.27	686.46
Kaiser Mid-Atlantic Washington	8900	1/2004	1/2005	1/2006
Single Party		220.37	250.36	251.35
Adult plus Child (ren)		396.67	450.65	452.43
Two Adults		435.46	498.44	485.38
Family		611.75	698.72	686.46
PacifiCare of California	8900	1/2004	1/2005	1/2006
Single Party		185.37	234.12	251.35
Adult plus Child (ren)		333.68	421.42	452.43
Two Adults		362.77	431.62	485.38
Family		511.06	618.90	686.46
High Option	8900	1/2004	1/2005	1/2006
Single Party		220.37	268.90	251.35
Adult plus Child (ren)		396.67	484.02	452.43
Two Adults		435.46	531.15	485.38
Family		611.75	746.27	686.46

¹² North and South.

Health and Welfare – Medical Insurance for Employees with Annual Salaries over \$120,000

Description	Object Code	Rates		
		1/2004	1/2005	1/2006
Blue Cross Plus	8900	1/2004	1/2005	1/2006
Single Party		232.40	281.86	251.35
Adult plus Child (ren)		418.35	507.36	452.43
Two Adults		461.55	565.40	485.38
Family		647.49	790.91	686.46
Blue Cross PPO		1/2004	1/2005	1/2006
Single Party		273.21	316.73	251.35
Adult plus Child (ren)		491.78	570.12	452.43
Two Adults		547.23	638.64	485.38
Family		765.80	892.03	686.46
Western Health Advantage	8900	1/2004	1/2005	1/2006
Single Party		211.14	251.67	229.79
Adult plus Child (ren)		380.06	453.01	413.62
Two Adults		424.40	509.51	457.06
Family		596.17	713.70	640.89
Core Major Medical - California	8900	1/2004	1/2005	1/2006
Single Party		220.37	268.90	251.35
Adult plus Child (ren)		396.67	484.02	452.43
Two Adults		435.46	531.15	485.38
Family		611.75	746.27	686.46
PacifiCare of Nevada	8900	1/2004	1/2005	1/2006
Single Party		220.37	265.93	251.35
Adult plus Child (ren)		396.67	478.69	452.43
Two Adults		435.46	531.15	485.38
Family		611.75	743.90	686.46
Definity Health Pilot (UCSF & UCSB) ¹³	8900	1/2004	1/2005	1/2006
Single Party		220.37	254.63	251.35
Adult plus Child (ren)		396.67	458.33	452.43
Two Adults		435.46	521.58	485.38
Family		611.75	725.28	686.46

¹³ New plan effective 01/01/2004.

Health and Welfare – Medical Insurance for Employees with Annual Salaries over \$120,000

Description	Object Code	Rates		
		1/2004	1/2005	1/2006
Select EPO ¹⁴	8900			
Single Party		220.37	234.20	251.35
Adult plus Child (ren)		396.67	421.57	452.43
Two Adults		435.46	464.52	485.38
Family		611.75	651.87	686.46

¹⁴ New plan effective 01/01/2004.

Health and Welfare – Medical Insurance for Employees with Annual Salaries \$43,000 or less

Description	Object Code	Rates		
Health Net	8900	1/1/2007		
Single Party		344.70		
Adult plus Child (ren)		620.46		
Two Adults		689.74		
Family		965.50		
Kaiser Permanente – CA ¹⁵				
Single Party		312.44		
Adult plus Child (ren)		562.39		
Two Adults		656.12		
Family		906.08		
Kaiser Umbrella	8900			
Single Party		344.70		
Adult plus Child (ren)		620.46		
Two Adults		689.74		
Family		965.50		
Kaiser Mid-Atlantic Washington	8900			
Single Party		344.70		
Adult plus Child (ren)		620.46		
Two Adults		689.74		
Family		965.50		
PacifiCare of California	8900			
Single Party		344.70		
Adult plus Child (ren)		620.46		
Two Adults		689.74		
Family		965.50		
High Option	8900			
Single Party		344.70		
Adult plus Child (ren)		620.46		
Two Adults		689.74		
Family		965.50		

¹⁵ North and South.

Health and Welfare – Medical Insurance for Employees with Annual Salaries \$43,000 or less

Description	Object Code	Rates		
Blue Cross Plus	8900	1/1/2007		
Single Party		344.70		
Adult plus Child (ren)		620.46		
Two Adults		689.74		
Family		965.50		
Blue Cross PPO				
Single Party		344.70		
Adult plus Child (ren)		620.46		
Two Adults		689.74		
Family		965.50		
Western Health Advantage	8900			
Single Party		315.87		
Adult plus Child (ren)		568.57		
Two Adults		663.33		
Family		916.02		
Core Major Medical	8900			
Single Party		344.70		
Adult plus Child (ren)		620.46		
Two Adults		689.74		
Family		965.50		
Pacific Care of Nevada	8900			
Single Party		344.70		
Adult plus Child (ren)		620.46		
Two Adults		689.74		
Family		965.50		
Definity Health – CA (UCSF &UCSB)	8900			
Single Party		301.04		
Adult plus Child (ren)		541.85		
Two Adults		632.16		
Family		872.98		

Health and Welfare – Medical Insurance for Employees with Annual Salaries \$43,000 or less

Select EPO	8900			
Single Party		344.70		
Adult plus Child (ren)		620.46		
Two Adults		689.74		
Family		965.50		

Health and Welfare – Medical Insurance for Employees with Annual Salaries \$43,001 -\$86,000

Description	Object Code	Rates		
Health Net	8900	1/1/2007		
Single Party		320.20		
Adult plus Child (ren)		576.63		
Two Adults		633.68		
Family		889.84		
Kaiser Permanente – CA ¹⁶				
Single Party		287.94		
Adult plus Child (ren)		518.29		
Two Adults		600.06		
Family		830.42		
Kaiser Umbrella	8900			
Single Party		320.20		
Adult plus Child (ren)		576.36		
Two Adults		633.68		
Family		889.84		
Kaiser Mid-Atlantic Washington	8900			
Single Party		320.20		
Adult plus Child (ren)		576.68		
Two Adults		633.68		
Family		889.84		
PacifiCare of California	8900			
Single Party		320.20		
Adult plus Child (ren)		576.36		
Two Adults		633.68		
Family		889.84		
High Option	8900			
Single Party		320.20		
Adult plus Child (ren)		576.36		
Two Adults		633.68		
Family		889.84		

¹⁶ North and South.

Health and Welfare – Medical Insurance for Employees with Annual Salaries \$43,001 -\$86,000

Description	Object Code	Rates		
Blue Cross Plus	8900	1/1/2007		
Single Party		320.20		
Adult plus Child (ren)		576.63		
Two Adults		688.68		
Family		889.84		
Blue Cross PPO				
Single Party		320.20		
Adult plus Child (ren)		576.36		
Two Adults		633.68		
Family		889.84		
Western Health Advantage	8900			
Single Party		291.37		
Adult plus Child (ren)		524.47		
Two Adults		607.27		
Family		840.36		
Core Major Medical	8900			
Single Party		320.20		
Adult plus Child (ren)		576.36		
Two Adults		633.68		
Family		889.84		
Pacific Care of Nevada	8900			
Single Party		320.20		
Adult plus Child (ren)		576.36		
Two Adults		633.68		
Family		889.84		
Definity Health – CA (UCSF &UCSB)	8900			
Single Party		276.54		
Adult plus Child (ren)		497.75		
Two Adults		576.10		
Family		797.32		

Health and Welfare – Medical Insurance for Employees with Annual Salaries \$43,001 -\$86,000

Select EPO	8900			
Single Party		344.70		
Adult plus Child (ren)		620.46		
Two Adults		689.74		
Family		965.50		

Health and Welfare – Medical Insurance for Employees with Annual Salaries over \$86,001 - \$129,000

Description	Object Code	Rates		
Health Net	8900	1/1/2007		
Single Party		295.20		
Adult plus Child (ren)		531.36		
Two Adults		584.20		
Family		820.36		
Kaiser Permanente – CA ¹⁷				
Single Party		262.94		
Adult plus Child (ren)		473.29		
Two Adults		550.58		
Family		760.94		
Kaiser Umbrella	8900			
Single Party		295.20		
Adult plus Child (ren)		531.36		
Two Adults		584.20		
Family		820.36		
Kaiser Mid-Atlantic Washington	8900			
Single Party		295.20		
Adult plus Child (ren)		531.36		
Two Adults		584.20		
Family		820.36		
PacifiCare of California	8900			
Single Party		295.20		
Adult plus Child (ren)		531.36		
Two Adults		584.20		
Family		820.36		
High Option	8900			
Single Party		295.20		
Adult plus Child (ren)		531.36		
Two Adults		584.20		
Family		820.36		

¹⁷ North and South.

Health and Welfare – Medical Insurance for Employees with Annual Salaries \$86,001 -\$129,000

Description	Object Code	Rates		
Blue Cross Plus	8900	1/1/2007		
Single Party		295.20		
Adult plus Child (ren)		531.36		
Two Adults		584.20		
Family		820.36		
Blue Cross PPO				
Single Party		295.20		
Adult plus Child (ren)		531.36		
Two Adults		584.20		
Family		820.36		
Western Health Advantage	8900			
Single Party		266.37		
Adult plus Child (ren)		479.47		
Two Adults		557.79		
Family		770.88		
Core Major Medical	8900			
Single Party		295.20		
Adult plus Child (ren)		531.36		
Two Adults		584.20		
Family		820.36		
Pacific Care of Nevada	8900			
Single Party		295.20		
Adult plus Child (ren)		531.36		
Two Adults		584.20		
Family		820.36		
Definity Health – CA (UCSF &UCSB)	8900			
Single Party		251.54		
Adult plus Child (ren)		452.75		
Two Adults		526.62		
Family		727.84		

Health and Welfare – Medical Insurance for Employees with Annual Salaries over \$86,001 - \$129,000

Select EPO	8900			
Single Party		320.20		
Adult plus Child (ren)		576.36		
Two Adults		633.68		
Family		889.84		

Health and Welfare – Medical Insurance for Employees with Annual Salaries \$129,001 and up

Description	Object Code	Rates		
Health Net	8900	1/1/2007		
Single Party		269.20		
Adult plus Child (ren)		484.56		
Two Adults		532.75		
Family		748.11		
Kaiser Permanente – CA ¹⁸				
Single Party		236.94		
Adult plus Child (ren)		426.49		
Two Adults		499.13		
Family		688.69		
Kaiser Umbrella	8900			
Single Party		269.20		
Adult plus Child (ren)		484.56		
Two Adults		532.75		
Family		748.11		
Kaiser Mid-Atlantic Washington	8900			
Single Party		269.20		
Adult plus Child (ren)		484.56		
Two Adults		532.75		
Family		748.11		
PacifiCare of California	8900			
Single Party		269.20		
Adult plus Child (ren)		484.56		
Two Adults		532.75		
Family		748.11		
High Option	8900			
Single Party		269.20		
Adult plus Child (ren)		484.56		
Two Adults		532.75		
Family		748.11		

¹⁸ North and South.

Health and Welfare – Medical Insurance for Employees with Annual Salaries \$129,001 and up

Description	Object Code	Rates		
Blue Cross Plus	8900	1/1/2007		
Single Party		269.20		
Adult plus Child (ren)		484.56		
Two Adults		532.75		
Family		748.11		
Blue Cross PPO				
Single Party		269.20		
Adult plus Child (ren)		484.56		
Two Adults		532.75		
Family		748.11		
Western Health Advantage	8900			
Single Party		240.37		
Adult plus Child (ren)		432.67		
Two Adults		506.34		
Family		698.63		
Core Major Medical	8900			
Single Party		269.20		
Adult plus Child (ren)		484.56		
Two Adults		532.75		
Family		748.11		
Pacific Care of Nevada	8900			
Single Party		269.20		
Adult plus Child (ren)		484.56		
Two Adults		532.75		
Family		748.11		
Definity Health – CA (UCSF & UCSB)	8900			
Single Party		225.54		
Adult plus Child (ren)		405.95		
Two Adults		475.17		
Family		655.59		

Health and Welfare – Medical Insurance for Employees with Annual Salaries \$129,001 and up

Select EPO	8900			
Single Party				
Adult plus Child (ren)				
Two Adults				
Family				

Dental Plans

Delta Dental	8950	1/2003	1/2004	1/2005	1/2006	1/2007
Single Party		31.00	33.30	34.10	35.98	37.27
Adult plus Child (ren)		62.78	67.43	69.14	72.98	75.74
Two Adults		57.80	62.08	63.65	67.18	69.71
Family		102.50	110.08	112.93	119.21	123.80
PMI	8950	1/2003	1/2004	1/2005	1/2006	1/2007
Single Party		17.90	19.43	19.43	20.42	20.42
Adult plus Child (ren)		30.93	33.58	33.58	35.29	35.29
Two Adults		30.72	33.35	33.35	35.05	35.05
Family		43.68	47.42	47.42	49.83	49.83

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