

**University of California
Payroll Expense Staff Benefit Rates Chart
2004 - 2008**

Health and Welfare

Description	Object Code	Rates				
		1/2004	1/2005	1/2006	1/2007	
Medical Insurance - Career ¹	8900	1/2004	1/2005	1/2006	1/2007	
Single Party		² →				
Two Party						
Family						
Medicare Part B	8540	1/2004	1/2005	1/2006	1/2007	1/2008
		66.60	78.20	88.50	93.50	96.40
Annuitant/Benefit Administration	8990	7/2004				
Annuitant Health/Dental Insurance		2.25%				
Administrative Fund		0.10%				
Total		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	1/2004	1/2005	1/2006	1/2007	1/2008
		6.13	6.13	6.13	6.13	6.13
Employer Paid Life Insurance – Basic Life	8980	1/2004	1/2005	1/2006	1/2007	1/2008
		4.82	4.82	4.82	4.34	4.34
Employer Paid Life Insurance – Core Life	8560	1/2004	1/2005	1/2006	1/2007	1/2008
		0.47	0.47	0.47	0.47	0.47

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

² Pages 10 through 47 contain rate information regarding the employer contribution for medical and dental insurance plans.

Dental Insurance	8950	1/2004	1/2005	1/2006	1/2007	1/2008
Single Party		(2)	(2)	(2)	(2)	(2)
Two Party						
Family						
Optical Insurance	8830	1/2004	1/2005	1/2006	1/2007	1/2008
All Coverage Levels		13.47	13.47	13.47	13.45	13.45

UC Retirement System

Description	Object Code	Rates				
		11/04	11/05	11/06	11/07	
UCRP - Contribution	8600	11/04	11/05	11/06	11/07	
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				
		7/2004	7/2005	7/2006	7/2007	
Public Employee' Retirement System (PERS)	8700	7/2004	7/2005	7/2006	7/2007	
		17.022%	15.942%	16.997%	16.633%	
Sacramento County Employees Retirement System (SCERS)	8820	7/2005	7/2006	7/2007		
		18.1800%	20.41%	19.26%		
Orange County Employees Retirement System (OCERS)	8450	7/2005	7/2006	7/2007		
		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				
		1/2004	1/2005	1/2006	1/2007	1/2008
OASDI³	8300	1/2004	1/2005	1/2006	1/2007	1/2008
Covered Wages		87,900.00	90,000.00	94,200.00	97,500.00	102,000.00
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		5449.80	5580.00	5840.40	6045.00	6324.00
Medicare	8310	1/2004	1/2005	1/2006	1/2007	1/2008
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 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%

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%

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

Unemployment Insurance

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%

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%

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

Workers' Compensation

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%

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%

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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 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%

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%

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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>

Employee Support Program

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%

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%

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

Employee Support Program

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%

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
 - (2) Langley Porter Psychiatric Institute
 - (3) Neuropsychiatric Institute

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	
Health Net	8900	1/2004	1/2005	1/2006	
Single Party		247.65	281.94	308.35	
Adult plus Child (ren)		445.78	507.49	555.03	
Two Adults		520.06	592.07	630.58	
Family		718.20	817.65	877.26	
Kaiser Permanente – CA	8900	1/2004	1/2005	1/2006	
Single Party		234.33	264.64	293.16	
Adult plus Child (ren)		421.80	476.35	527.69	
Two Adults		492.10	555.74	615.64	
Family		679.55	767.46	850.16	
Kaiser Umbrella	8900	1/2004	1/2005	1/2006	
Single Party		261.16	304.90	308.35	
Adult plus Child (ren)		470.79	548.82	555.03	
Two Adults		548.68	606.75	630.58	
Family		758.30	850.67	877.26	
Kaiser Mid-Atlantic Washington	8900	1/2004	1/2005	1/2006	
Single Party		271.28	301.27	308.35	
Adult plus Child (ren)		489.00	542.98	555.03	
Two Adults		569.91	632.89	630.58	
Family		787.64	874.61	877.26	
PacifiCare of California	8900	1/2004	1/2005	1/2006	
Single Party		229.72	278.47	308.35	
Adult plus Child (ren)		413.50	501.24	555.03	
Two Adults		482.40	551.25	630.58	
Family		666.17	774.01	877.26	
High Option	8900	1/2004	1/2005	1/2006	
Single Party		377.00	304.90	308.35	
Adult plus Child (ren)		640.20	548.82	555.03	
Two Adults		758.80	606.75	630.58	
Family		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			
		1/2004	1/2005	1/2006	
Blue Cross Plus	8900	1/2004	1/2005	1/2006	
Single Party		274.26	323.72	308.35	
Adult plus Child (ren)		493.68	582.69	555.03	
Two Adults		575.95	679.80	630.58	
Family		795.58	938.80	877.26	
Blue Cross PPO	8900	1/2004	1/2005	1/2006	
Single Party		324.33	367.85	308.35	
Adult plus Child (ren)		583.78	662.12	555.03	
Two Adults		681.08	772.49	630.58	
Family		940.54	1066.77	877.26	
Western Health Advantage	8900	1/2004	1/2005	1/2006	
Single Party		245.06	285.59	286.79	
Adult plus Child (ren)		441.12	514.07	516.22	
Two Adults		514.64	599.75	602.26	
Family		710.69	828.22	831.69	
Core Major Medical - California	8900	1/2004	1/2005	1/2006	
Single Party		256.37	304.90	308.35	
Adult plus Child (ren)		451.47	548.82	555.03	
Two Adults		511.06	606.75	630.58	
Family		716.15	850.67	877.26	
PacifiCare of Nevada	8900	1/2004	1/2005	1/2006	
Single Party		318.03	304.90	308.35	
Adult plus Child (ren)		573.13	548.82	555.03	
Two Adults		668.08	606.75	630.58	
Family		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 \$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 ⁴	8900	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

⁴ 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	8900	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) ⁵	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

⁵ 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 EPO⁶	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

⁶ 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 ⁷	8900	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

⁷ 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	8900			
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			
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			
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			
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) ⁸	8900			
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

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
Select EPO ⁹	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

⁹ 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 ¹⁰	8900	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

¹⁰ 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	8900	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) ¹¹	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

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
Select EPO ¹²	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

¹² 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 ¹³	8900	1/1/2007		
Single Party		312.44		
Adult plus Child (ren)		562.39		
Two Adults		656.12		
Family		906.08		
Kaiser Umbrella	8900	1/1/2007		
Single Party		344.70		
Adult plus Child (ren)		620.46		
Two Adults		689.74		
Family		965.50		
Kaiser Mid-Atlantic Washington	8900	1/1/2007		
Single Party		344.70		
Adult plus Child (ren)		620.46		
Two Adults		689.74		
Family		965.50		
PacifiCare of California	8900	1/1/2007		
Single Party		344.70		
Adult plus Child (ren)		620.46		
Two Adults		689.74		
Family		965.50		
High Option	8900	1/1/2007		
Single Party		344.70		
Adult plus Child (ren)		620.46		
Two Adults		689.74		
Family		965.50		

¹³ 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	8900	1/1/2007		
Single Party		344.70		
Adult plus Child (ren)		620.46		
Two Adults		689.74		
Family		965.50		
Western Health Advantage	8900	1/1/2007		
Single Party		315.87		
Adult plus Child (ren)		568.57		
Two Adults		663.33		
Family		916.02		
Core Major Medical	8900	1/1/2007		
Single Party		344.70		
Adult plus Child (ren)		620.46		
Two Adults		689.74		
Family		965.50		
Pacific Care of Nevada	8900	1/1/2007		
Single Party		344.70		
Adult plus Child (ren)		620.46		
Two Adults		689.74		
Family		965.50		
Definity Health – CA (UCSF &UCSB)	8900	1/1/2007		
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	1/1/2007		
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 ¹⁴	8900	1/1/2007		
Single Party		287.94		
Adult plus Child (ren)		518.29		
Two Adults		600.06		
Family		830.42		
Kaiser Umbrella	8900	1/1/2007		
Single Party		320.20		
Adult plus Child (ren)		576.36		
Two Adults		633.68		
Family		889.84		
Kaiser Mid-Atlantic Washington	8900	1/1/2007		
Single Party		320.20		
Adult plus Child (ren)		576.68		
Two Adults		633.68		
Family		889.84		
PacifiCare of California	8900	1/1/2007		
Single Party		320.20		
Adult plus Child (ren)		576.36		
Two Adults		633.68		
Family		889.84		
High Option	8900	1/1/2007		
Single Party		320.20		
Adult plus Child (ren)		576.36		
Two Adults		633.68		
Family		889.84		

¹⁴ 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	8900	1/1/2007		
Single Party		320.20		
Adult plus Child (ren)		576.36		
Two Adults		633.68		
Family		889.84		
Western Health Advantage	8900	1/1/2007		
Single Party		291.37		
Adult plus Child (ren)		524.47		
Two Adults		607.27		
Family		840.36		
Core Major Medical	8900	1/1/2007		
Single Party		320.20		
Adult plus Child (ren)		576.36		
Two Adults		633.68		
Family		889.84		
Pacific Care of Nevada	8900	1/1/2007		
Single Party		320.20		
Adult plus Child (ren)		576.36		
Two Adults		633.68		
Family		889.84		
Definity Health – CA (UCSF &UCSB)	8900	1/1/2007		
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	1/1/2007		
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 ¹⁵	8900	1/1/2007		
Single Party		262.94		
Adult plus Child (ren)		473.29		
Two Adults		550.58		
Family		760.94		
Kaiser Umbrella	8900	1/1/2007		
Single Party		295.20		
Adult plus Child (ren)		531.36		
Two Adults		584.20		
Family		820.36		
Kaiser Mid-Atlantic Washington	8900	1/1/2007		
Single Party		295.20		
Adult plus Child (ren)		531.36		
Two Adults		584.20		
Family		820.36		
PacifiCare of California	8900	1/1/2007		
Single Party		295.20		
Adult plus Child (ren)		531.36		
Two Adults		584.20		
Family		820.36		
High Option	8900	1/1/2007		
Single Party		295.20		
Adult plus Child (ren)		531.36		
Two Adults		584.20		
Family		820.36		

¹⁵ 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	8900	1/1/2007		
Single Party		295.20		
Adult plus Child (ren)		531.36		
Two Adults		584.20		
Family		820.36		
Western Health Advantage	8900	1/1/2007		
Single Party		266.37		
Adult plus Child (ren)		479.47		
Two Adults		557.79		
Family		770.88		
Core Major Medical	8900	1/1/2007		
Single Party		295.20		
Adult plus Child (ren)		531.36		
Two Adults		584.20		
Family		820.36		
Pacific Care of Nevada	8900	1/1/2007		
Single Party		295.20		
Adult plus Child (ren)		531.36		
Two Adults		584.20		
Family		820.36		
Definity Health – CA (UCSF & UCSB)	8900	1/1/2007		
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	1/1/2007		
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 ¹⁶	8900	1/1/2007		
Single Party		236.94		
Adult plus Child (ren)		426.49		
Two Adults		499.13		
Family		688.69		
Kaiser Umbrella	8900	1/1/2007		
Single Party		269.20		
Adult plus Child (ren)		484.56		
Two Adults		532.75		
Family		748.11		
Kaiser Mid-Atlantic Washington	8900	1/1/2007		
Single Party		269.20		
Adult plus Child (ren)		484.56		
Two Adults		532.75		
Family		748.11		
PacifiCare of California	8900	1/1/2007		
Single Party		269.20		
Adult plus Child (ren)		484.56		
Two Adults		532.75		
Family		748.11		
High Option	8900	1/1/2007		
Single Party		269.20		
Adult plus Child (ren)		484.56		
Two Adults		532.75		
Family		748.11		

¹⁶ 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	8900	1/1/2007		
Single Party		269.20		
Adult plus Child (ren)		484.56		
Two Adults		532.75		
Family		748.11		
Western Health Advantage	8900	1/1/2007		
Single Party		240.37		
Adult plus Child (ren)		432.67		
Two Adults		506.34		
Family		698.63		
Core Major Medical	8900	1/1/2007		
Single Party		269.20		
Adult plus Child (ren)		484.56		
Two Adults		532.75		
Family		748.11		
Pacific Care of Nevada	8900	1/1/2007		
Single Party		269.20		
Adult plus Child (ren)		484.56		
Two Adults		532.75		
Family		748.11		
Definity Health – CA (UCSF & UCSB)	8900	1/1/2007		
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	1/1/2007		
Single Party		269.20		
Adult plus Child (ren)		484.56		
Two Adults		532.75		
Family		748.11		

Health and Welfare – Medical Insurance for Employees with Annual Salaries \$45,000 and Under

Description	Object Code	Rates			
Health Net HMO¹⁷	8900	1/2008			
Single Party		371.66			
Adult plus Child (ren)		668.99			
Two Adults		746.55			
Family		1043.88			
Health Net EPO¹⁸	8900	1/2008			
Single Party		371.66			
Adult plus Child (ren)		668.99			
Two Adults		746.55			
Family		1043.88			
Kaiser Permanente – CA	8900	1/2008			
Single Party		362.18			
Adult plus Child (ren)		651.91			
Two Adults		760.57			
Family		1050.31			
Kaiser Umbrella	8900	1/2008			
Single Party		371.66			
Adult plus Child (ren)		668.99			
Two Adults		746.55			
Family		1043.88			
Kaiser Mid-Atlantic Washington	8900	1/2008			
Single Party		371.66			
Adult plus Child (ren)		668.99			
Two Adults		746.55			
Family		1043.88			
Blue Cross Plus	8900	1/2008			
Single Party		371.66			
Adult plus Child (ren)		668.99			
Two Adults		746.55			
Family		1043.88			

¹⁷ Name Change effective 1/1/2008

¹⁸ New plan effective 1/2008

Health and Welfare – Medical Insurance for Employees with Annual Salaries \$45,000 and Under

Blue Cross PPO	8900	1/2008		
Single Party		371.66		
Adult plus Child (ren)		668.99		
Two Adults		746.55		
Family		1043.88		
Western Health Advantage	8900	1/2008		
Single Party		357.13		
Adult plus Child (ren)		642.82		
Two Adults		749.96		
Family		1035.67		
Core Major Medical	8900	1/2008		
Single Party		50.00		
Adult plus Child (ren)		90.00		
Two Adults		106.00		
Family		146.00		
CIGNA ¹⁹	8900	1/2008		
Single Party		371.66		
Adult plus Child (ren)		668.99		
Two Adults		746.55		
Family		1043.88		

¹⁹ New plan effective 1/2008

Health and Welfare – Medical Insurance for Employees with Annual Salaries \$45,001 to \$89,000

Description	Object Code	Rates			
Health Net HMO²⁰	8900	1/2008			
Single Party		345.91			
Adult plus Child (ren)		622.64			
Two Adults		687.98			
Family		964.71			
Health Net EPO²¹	8900	1/2008			
Single Party		345.91			
Adult plus Child (ren)		622.64			
Two Adults		687.98			
Family		964.71			
Kaiser Permanente – CA	8900	1/2008			
Single Party		335.62			
Adult plus Child (ren)		604.11			
Two Adults		699.80			
Family		968.29			
Kaiser Umbrella	8900	1/2008			
Single Party		345.91			
Adult plus Child (ren)		622.64			
Two Adults		687.98			
Family		964.71			
Kaiser Mid-Atlantic Washington	8900	1/2008			
Single Party		345.91			
Adult plus Child (ren)		622.64			
Two Adults		687.98			
Family		964.71			
Blue Cross Plus	8900	1/2008			
Single Party		345.91			
Adult plus Child (ren)		622.64			
Two Adults		687.98			
Family		964.71			

²⁰ Name Change effective 1/1/2008

²¹ New plan effective 1/2008

Health and Welfare – Medical Insurance for Employees with Annual Salaries \$45,001 to \$89,000

Blue Cross PPO	8900	1/2008		
Single Party		345.91		
Adult plus Child (ren)		622.64		
Two Adults		687.98		
Family		964.71		
Western Health Advantage	8900	1/2008		
Single Party		330.57		
Adult plus Child (ren)		595.02		
Two Adults		689.19		
Family		953.65		
Core Major Medical	8900	1/2008		
Single Party		50.00		
Adult plus Child (ren)		90.00		
Two Adults		106.00		
Family		146.00		
CIGNA ²²	8900	1/2008		
Single Party		345.91		
Adult plus Child (ren)		622.64		
Two Adults		687.98		
Family		964.71		

²² New plan effective 1/2008

Health and Welfare – Medical Insurance for Employees with Annual Salaries \$89,001 to \$133,000

Description	Object Code	Rates			
Health Net HMO²³	8900	1/2008			
Single Party		319.66			
Adult plus Child (ren)		575.39			
Two Adults		635.78			
Family		891.51			
Health Net EPO²⁴	8900	1/2008			
Single Party		319.66			
Adult plus Child (ren)		575.39			
Two Adults		635.78			
Family		891.51			
Kaiser Permanente – CA	8900	1/2008			
Single Party		308.52			
Adult plus Child (ren)		555.33			
Two Adults		646.17			
Family		892.98			
Kaiser Umbrella	8900	1/2008			
Single Party		319.66			
Adult plus Child (ren)		575.39			
Two Adults		635.78			
Family		891.51			
Kaiser Mid-Atlantic Washington	8900	1/2008			
Single Party		319.66			
Adult plus Child (ren)		575.39			
Two Adults		635.78			
Family		891.51			
Blue Cross Plus	8900	1/2008			
Single Party		319.66			
Adult plus Child (ren)		575.39			
Two Adults		635.78			
Family		891.51			

²³ Name Change effective 1/1/2008

²⁴ New plan effective 1/2008

Health and Welfare – Medical Insurance for Employees with Annual Salaries \$89,001 to \$133,000

Blue Cross PPO	8900	1/2008		
Single Party		319.66		
Adult plus Child (ren)		575.39		
Two Adults		635.78		
Family		891.51		
Western Health Advantage	8900	1/2008		
Single Party		303.47		
Adult plus Child (ren)		546.24		
Two Adults		635.56		
Family		878.34		
Core Major Medical	8900	1/2008		
Single Party		50.00		
Adult plus Child (ren)		90.00		
Two Adults		106.00		
Family		146.00		
CIGNA ²⁵	8900	1/2008		
Single Party		319.66		
Adult plus Child (ren)		575.39		
Two Adults		635.78		
Family		891.51		

²⁵ New plan effective 1/2008

Health and Welfare – Medical Insurance for Employees with Annual Salaries \$133,001 and Over

Description	Object Code	Rates			
Health Net HMO²⁶	8900	1/2008			
Single Party		292.91			
Adult plus Child (ren)		527.24			
Two Adults		582.57			
Family		816.90			
Health Net EPO²⁷	8900	1/2008			
Single Party		292.91			
Adult plus Child (ren)		527.24			
Two Adults		582.57			
Family		816.90			
Kaiser Permanente – CA	8900	1/2008			
Single Party		280.33			
Adult plus Child (ren)		504.60			
Two Adults		590.39			
Family		814.66			
Kaiser Umbrella	8900	1/2008			
Single Party		292.91			
Adult plus Child (ren)		527.24			
Two Adults		582.57			
Family		816.90			
Kaiser Mid-Atlantic Washington	8900	1/2008			
Single Party		292.91			
Adult plus Child (ren)		527.24			
Two Adults		582.57			
Family		816.90			
Blue Cross Plus	8900	1/2008			
Single Party		292.91			
Adult plus Child (ren)		527.24			
Two Adults		582.57			
Family		816.90			

²⁶ Name Change effective 1/1/2008

²⁷ New plan effective 1/2008

Health and Welfare – Medical Insurance for Employees with Annual Salaries \$133,001 and Over

Blue Cross PPO	8900	1/2008		
Single Party		292.91		
Adult plus Child (ren)		527.24		
Two Adults		582.57		
Family		816.90		
Western Health Advantage	8900	1/2008		
Single Party		275.28		
Adult plus Child (ren)		495.51		
Two Adults		579.78		
Family		800.02		
Core Major Medical	8900	1/2008		
Single Party		50.00		
Adult plus Child (ren)		90.00		
Two Adults		106.00		
Family		146.00		
CIGNA ²⁸	8900	1/2008		
Single Party		292.91		
Adult plus Child (ren)		527.24		
Two Adults		582.57		
Family		816.90		

²⁸ New plan effective 1/2008

Dental Plans

Delta Dental PPO ²⁹	8950	1/2004	1/2005	1/2006	1/2007	1/2008
Single Party		33.30	34.10	35.98	37.27	37.82
Adult plus Child (ren)		67.43	69.14	72.98	75.74	76.92
Two Adults		62.08	63.65	67.18	69.71	70.79
Family		110.08	112.93	119.21	123.80	125.76
DeltaCare USA ³⁰	8950	1/2004	1/2005	1/2006	1/2007	1/2008
Single Party		19.43	19.43	20.42	20.42	20.10
Adult plus Child (ren)		33.58	33.58	35.29	35.29	34.64
Two Adults		33.35	33.35	35.05	35.05	34.49
Family		47.42	47.42	49.83	49.83	49.04

²⁹ Name Change From Delta Dental effective 1/2008

³⁰ Name Change From PMI effective 1/2008