

SPREADSHEET ONLY REFLECTS 5% SUBSIDY SIDE AND DOES NOT INCLUDE ASSUMED ADMINISTRATIVE COST INCREASES

Employees Hired Prior to 07/01/2007

CIGNA Open Access Plus (OAP - PPO Type)	2012 TL	2012 CTY	2012 EE	Employee Share (Year/County subsidy)											
				2013 80%	2013 80%	2014 80%	2014 80%	2015 80%	2015 80%	2015 89%	2016 80%	2016 77%	2017 80%	2017 75%	
				2013 90%	2013 90%	2014 90%	2014 90%	2015 90%	2015 90%	2015 89%	2016 90%	2016 87%	2017 90%	2017 85%	
IND	\$626.25	\$501.00	\$125.25	\$125.25	\$125.25	\$125.25	\$125.25	\$125.25	\$125.25	\$131.51	\$125.25	\$144.04	\$125.25	\$156.56	
P+CH	\$919.09	\$735.27	\$183.82	\$183.82	\$183.82	\$183.82	\$183.82	\$183.82	\$183.82	\$193.01	\$183.82	\$211.39	\$183.82	\$229.77	
EE+SP	\$1,336.39	\$1,069.11	\$267.28	\$267.28	\$267.28	\$267.28	\$267.28	\$267.28	\$267.28	\$280.64	\$267.28	\$307.37	\$267.28	\$334.10	
FAM	\$1,907.46	\$1,525.97	\$381.49	\$381.49	\$381.49	\$381.49	\$381.49	\$381.49	\$381.49	\$400.57	\$381.49	\$438.72	\$381.49	\$476.87	
IND	\$488.47	\$439.62	\$48.85	\$48.85	\$48.85	\$48.85	\$48.85	\$48.85	\$48.85	\$53.73	\$48.85	\$63.50	\$48.85	\$73.27	
P+CH	\$709.13	\$638.22	\$70.91	\$70.91	\$70.91	\$70.91	\$70.91	\$70.91	\$70.91	\$78.00	\$70.91	\$92.19	\$70.91	\$106.37	
EE+SP	\$1,045.81	\$941.23	\$104.58	\$104.58	\$104.58	\$104.58	\$104.58	\$104.58	\$104.58	\$115.04	\$104.58	\$135.96	\$104.58	\$156.87	
FAM	\$1,476.85	\$1,329.17	\$147.68	\$147.68	\$147.68	\$147.68	\$147.68	\$147.68	\$147.68	\$162.45	\$147.68	\$191.99	\$147.68	\$221.53	
IND	\$553.72	\$498.36	\$55.37	\$55.37	\$55.37	\$55.37	\$55.37	\$55.37	\$55.37	\$60.91	\$55.37	\$71.98	\$55.37	\$83.06	
P+CH	\$830.58	\$747.52	\$83.06	\$83.06	\$83.06	\$83.06	\$83.06	\$83.06	\$83.06	\$91.36	\$83.06	\$107.98	\$83.06	\$124.59	
EE+SP	\$1,107.44	\$996.70	\$110.74	\$110.74	\$110.74	\$110.74	\$110.74	\$110.74	\$110.74	\$121.82	\$110.74	\$143.97	\$110.74	\$166.12	
FAM	\$1,661.16	\$1,495.04	\$166.12	\$166.12	\$166.12	\$166.12	\$166.12	\$166.12	\$166.12	\$182.73	\$166.12	\$215.95	\$166.12	\$249.17	

Employees Hired After 07/01/2007

CIGNA Open Access Plus (OAP - PPO Type)	2012 TL	2012 CTY	2012 EE	Employee Share (Year/County subsidy/Separate Dependent Subsidy)											
				2013 80%	2013 80%	2014 80%	2014 80%	2015 80%	2015 80%	2015 89%	2016 80%	2016 77%	2017 80%	2017 75%	
				2013 90%	2013 90%	2014 90%	2014 90%	2015 90%	2015 90%	2015 89%	2016 90%	2016 87%	2017 90%	2017 85%	
IND	\$626.25	\$501.00	\$125.25	\$125.25	\$125.25	\$125.25	\$125.25	\$125.25	\$125.25	\$131.51	\$125.25	\$144.04	\$125.25	\$156.56	
P+CH	\$919.09	\$735.27	\$198.46	\$198.46	\$198.46	\$198.46	\$198.46	\$198.46	\$198.46	\$207.65	\$198.46	\$226.03	\$198.46	\$244.41	
EE+SP	\$1,336.39	\$1,069.11	\$302.79	\$302.79	\$302.79	\$302.79	\$302.79	\$302.79	\$302.79	\$316.15	\$302.79	\$342.88	\$302.79	\$369.80	
FAM	\$1,907.46	\$1,525.97	\$445.55	\$445.55	\$445.55	\$445.55	\$445.55	\$445.55	\$445.55	\$464.63	\$445.55	\$502.78	\$445.55	\$540.93	
IND	\$488.47	\$439.62	\$48.85	\$48.85	\$48.85	\$48.85	\$48.85	\$48.85	\$48.85	\$53.73	\$48.85	\$63.50	\$48.85	\$73.27	
P+CH	\$709.13	\$638.22	\$104.02	\$104.02	\$104.02	\$104.02	\$104.02	\$104.02	\$104.02	\$111.10	\$104.02	\$125.29	\$104.02	\$139.47	
EE+SP	\$1,045.81	\$941.23	\$188.19	\$188.19	\$188.19	\$188.19	\$188.19	\$188.19	\$188.19	\$198.64	\$188.19	\$218.56	\$188.19	\$240.47	
FAM	\$1,476.85	\$1,329.17	\$295.95	\$295.95	\$295.95	\$295.95	\$295.95	\$295.95	\$295.95	\$310.71	\$295.95	\$340.25	\$295.95	\$369.78	
IND	\$553.72	\$498.36	\$55.37	\$55.37	\$55.37	\$55.37	\$55.37	\$55.37	\$55.37	\$60.91	\$55.37	\$71.98	\$55.37	\$83.06	
P+CH	\$830.58	\$747.52	\$124.59	\$124.59	\$124.59	\$124.59	\$124.59	\$124.59	\$124.59	\$132.89	\$124.59	\$149.50	\$124.59	\$166.12	
EE+SP	\$1,107.44	\$996.70	\$193.80	\$193.80	\$193.80	\$193.80	\$193.80	\$193.80	\$193.80	\$204.88	\$193.80	\$227.03	\$193.80	\$249.17	
FAM	\$1,661.16	\$1,495.04	\$332.23	\$332.23	\$332.23	\$332.23	\$332.23	\$332.23	\$332.23	\$348.84	\$332.23	\$382.07	\$332.23	\$415.29	

# Prescription Copay Changes

Plan	Service	Current	Effective 01/01/2015
Express Scripts Rx Copays - All Self Funded Under 65 Retail	Tier 1 Generic	\$5	\$12
	Tier 2 Brand (on formulary list)	\$20	\$30
	Tier 3 Brand	\$35	\$45
Rx Copays - Kaiser HMO Retail	Tier 1 Generic	\$5 30 day supply	\$12 30 day supply
	Tier 2 Brand (on formulary list)	\$15	\$30
	Tier 3 Brand	\$15 60 day supply	\$45 30 day supply

## Public Safety

	<u>PRE-MEDICARE RETIREES</u>		<u>MEDICARE RETIREES</u>	
	<u>Individual</u>	<u>Family</u>	<u>Individual</u>	<u>Family</u>
<b><u>FY 2008</u></b>	<u>Base Allowance per YOS</u>		<u>Base Allowance per YOS</u>	
10 - 24 Yrs of Service	\$150.00	\$225.00	\$100.00	\$150.00
25 Y.O.S.	\$222.00	\$333.00	\$148.00	\$222.00
<b><u>CY 2015</u></b>	<u>Base Allowance per YOS **</u>		<u>Base Allowance per YOS **</u>	
10 - 24 Yrs of Service	\$148.25	\$222.50	\$99.00	\$148.25
25 Y.O.S.	\$219.50	\$329.25	\$146.25	\$219.50
<b><u>CY 2016</u></b>	<u>Base Allowance per YOS **</u>		<u>Base Allowance per YOS **</u>	
10 - 24 Yrs of Service	\$145.00	\$217.50	\$96.75	\$145.00
25 Y.O.S.	\$214.75	\$322.00	\$143.00	\$214.75
<b><u>CY 2017</u></b>	<u>Base Allowance per YOS **</u>		<u>Base Allowance per YOS **</u>	
10 - 24 Yrs of Service	\$141.75	\$212.50	\$94.50	\$141.75
25 Y.O.S.	\$209.75	\$314.50	\$139.75	\$209.75

\*\* Amount before an annual adjustment of the lesser of 4% or the CPI increase, beginning with FY09 (CY 2007 CPI).

**Proposed Health Care in Retirement Subsidy for Employees Hired after 7/1/07**

**General Employees**

	<u>PRE-MEDICARE RETIREES</u>		<u>MEDICARE RETIREES</u>	
	<u>Individual</u>	<u>Family</u>	<u>Individual</u>	<u>Family</u>
<b><u>FY 2008</u></b>				
10 - 37 Yrs of Service	<u>Base Allowance per YOS</u>		<u>Base Allowance per YOS</u>	
	\$150.00	\$225.00	\$100.00	\$150.00
<b><u>CY 2015</u></b>				
10 - 37 Yrs of Service	<u>Base Allowance per YOS **</u>		<u>Base Allowance per YOS **</u>	
	\$148.25	\$222.50	\$99.00	\$148.25
<b><u>CY 2016</u></b>				
10 - 37 Yrs of Service	<u>Base Allowance per YOS **</u>		<u>Base Allowance per YOS **</u>	
	\$145.00	\$217.50	\$96.75	\$145.00
<b><u>CY 2017</u></b>				
10 - 37 Yrs of Service	<u>Base Allowance per YOS **</u>		<u>Base Allowance per YOS **</u>	
	\$141.50	\$212.50	\$94.50	\$141.50

\*\* Amount before an annual adjustment of the lesser of 4% or the CPI increase, beginning with FY09 (CY 2007 CPI).

**Proposed Health Care in Retirement Subsidy for Employees Hired before but Retiring after 7/1/07**

**Current CY12 Subsidy Levels**

<u>YOS</u>	<u>General Employees</u>			<u>Public Safety</u>		
	<u>Cigna PPO</u>	<u>HMO</u>	<u>Medicare</u>	<u>Cigna PPO</u>	<u>HMO</u>	<u>Medicare</u>
10	25.0%	25.0%	25.0%	25.0%	25.0%	25.0%
11	27.5%	27.5%	27.5%	27.5%	27.5%	27.5%
12	30.0%	30.0%	30.0%	30.0%	30.0%	30.0%
13	32.5%	32.5%	32.5%	32.5%	32.5%	32.5%
14	35.0%	35.0%	35.0%	35.0%	35.0%	35.0%
15	37.5%	37.5%	37.5%	37.5%	37.5%	37.5%
16	40.0%	40.0%	40.0%	40.0%	40.0%	40.0%
17	42.5%	42.5%	42.5%	42.5%	42.5%	42.5%
18	45.0%	45.0%	45.0%	45.0%	45.0%	45.0%
19	47.5%	47.5%	47.5%	47.5%	47.5%	47.5%
20	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%
21	52.5%	52.5%	52.5%	52.5%	52.5%	52.5%
22	55.0%	55.0%	55.0%	55.0%	55.0%	55.0%
23	57.5%	57.5%	57.5%	57.5%	57.5%	57.5%
24	60.0%	60.0%	60.0%	60.0%	60.0%	60.0%
25	63.3%	65.0%	62.5%	80.0%	90.0%	75.0%
26	66.6%	70.0%	65.0%			
27	69.9%	75.0%	67.5%			
28	73.2%	80.0%	70.0%			
29	76.5%	85.0%	72.5%			
30	80.0%	90.0%	75.0%			

**New CY15 Subsidy Levels**

<u>YOS</u>	<u>General Employees</u>			<u>Public Safety</u>		
	<u>Cigna PPO</u>	<u>HMO</u>	<u>Medicare</u>	<u>Cigna PPO</u>	<u>HMO</u>	<u>Medicare</u>
10	24.0%	24.0%	24.0%	24.0%	24.0%	24.0%
11	26.5%	26.5%	26.5%	26.5%	26.5%	26.5%
12	29.0%	29.0%	29.0%	29.0%	29.0%	29.0%
13	31.5%	31.5%	31.5%	31.5%	31.5%	31.5%
14	34.0%	34.0%	34.0%	34.0%	34.0%	34.0%
15	36.5%	36.5%	36.5%	36.5%	36.5%	36.5%
16	39.0%	39.0%	39.0%	39.0%	39.0%	39.0%
17	41.5%	41.5%	41.5%	41.5%	41.5%	41.5%
18	44.0%	44.0%	44.0%	44.0%	44.0%	44.0%
19	46.5%	46.5%	46.5%	46.5%	46.5%	46.5%
20	49.0%	49.0%	49.0%	49.0%	49.0%	49.0%
21	51.5%	51.5%	51.5%	51.5%	51.5%	51.5%
22	54.0%	54.0%	54.0%	54.0%	54.0%	54.0%
23	56.5%	56.5%	56.5%	56.5%	56.5%	56.5%
24	59.0%	59.0%	59.0%	59.0%	59.0%	59.0%
25	62.3%	64.0%	61.5%	79.0%	89.0%	74.0%
26	65.6%	69.0%	64.0%			
27	68.9%	74.0%	66.5%			
28	72.2%	79.0%	69.0%			
29	75.5%	84.0%	71.5%			
30	79.0%	89.0%	74.0%			

**New CY16 Subsidy Levels**

<u>YOS</u>	<u>General Employees</u>			<u>Public Safety</u>		
	<u>Cigna PPO</u>	<u>HMO</u>	<u>Medicare</u>	<u>Cigna PPO</u>	<u>HMO</u>	<u>Medicare</u>
10	22.0%	22.0%	22.0%	22.0%	22.0%	22.0%
11	24.5%	24.5%	24.5%	24.5%	24.5%	24.5%
12	27.0%	27.0%	27.0%	27.0%	27.0%	27.0%
13	29.5%	29.5%	29.5%	29.5%	29.5%	29.5%
14	32.0%	32.0%	32.0%	32.0%	32.0%	32.0%
15	34.5%	34.5%	34.5%	34.5%	34.5%	34.5%
16	37.0%	37.0%	37.0%	37.0%	37.0%	37.0%
17	39.5%	39.5%	39.5%	39.5%	39.5%	39.5%
18	42.0%	42.0%	42.0%	42.0%	42.0%	42.0%
19	44.5%	44.5%	44.5%	44.5%	44.5%	44.5%
20	47.0%	47.0%	47.0%	47.0%	47.0%	47.0%
21	49.5%	49.5%	49.5%	49.5%	49.5%	49.5%
22	52.0%	52.0%	52.0%	52.0%	52.0%	52.0%
23	54.5%	54.5%	54.5%	54.5%	54.5%	54.5%
24	57.0%	57.0%	57.0%	57.0%	57.0%	57.0%
25	60.3%	62.0%	59.5%	77.0%	87.0%	72.0%
26	63.6%	67.0%	62.0%			
27	66.9%	72.0%	64.5%			
28	70.2%	77.0%	67.0%			
29	73.5%	82.0%	69.5%			
30	77.0%	87.0%	72.0%			

**New CY17 Subsidy Levels**

<u>YOS</u>	<u>General Employees</u>			<u>Public Safety</u>		
	<u>Cigna PPO</u>	<u>HMO</u>	<u>Medicare</u>	<u>Cigna PPO</u>	<u>HMO</u>	<u>Medicare</u>
10	20.0%	20.0%	20.0%	20.0%	20.0%	20.0%
11	22.5%	22.5%	22.5%	22.5%	22.5%	22.5%
12	25.0%	25.0%	25.0%	25.0%	25.0%	25.0%
13	27.5%	27.5%	27.5%	27.5%	27.5%	27.5%
14	30.0%	30.0%	30.0%	30.0%	30.0%	30.0%
15	32.5%	32.5%	32.5%	32.5%	32.5%	32.5%
16	35.0%	35.0%	35.0%	35.0%	35.0%	35.0%
17	37.5%	37.5%	37.5%	37.5%	37.5%	37.5%
18	40.0%	40.0%	40.0%	40.0%	40.0%	40.0%
19	42.5%	42.5%	42.5%	42.5%	42.5%	42.5%
20	46.0%	46.0%	46.0%	46.0%	46.0%	46.0%
21	48.0%	48.0%	48.0%	48.0%	48.0%	48.0%
22	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%
23	52.5%	52.5%	52.5%	52.5%	52.5%	52.5%
24	55.0%	55.0%	55.0%	55.0%	55.0%	55.0%
25	58.3%	60.0%	57.5%	75.0%	85.0%	70.0%
26	61.6%	65.0%	60.0%			
27	64.9%	70.0%	62.5%			
28	68.2%	75.0%	65.0%			
29	71.5%	80.0%	67.5%			
30	75.0%	85.0%	70.0%			