

## 2027 MEDICAL PREMIUM COSTS - Tier B

The following chart provides details on the costs of medical insurance based on medical tier B and Recognized Employee Organization (REO) bargaining unit. The overall premiums and employer subsidy are shown per month and then by employee contribution per pay period, month, and year. Employee premium medical contributions are 24 out of 26 pay periods.

\* Kaiser HMO includes Kaiser vision coverage. Employees can purchase additional vision coverage.

\*\* HDHPs do NOT include vision coverage. Employees can purchase vision coverage separately.

\*\*\* Sutter and WHA HMOs include basic vision coverage. Employees can upgrade to enhanced vision coverage. at the cost difference

| Tier B                |                | All bargaining units |          | Hired after 12/31/2006 |          |        |          |    |          |    |          |    |          |
|-----------------------|----------------|----------------------|----------|------------------------|----------|--------|----------|----|----------|----|----------|----|----------|
| Monthly               | Individual     | \$                   | 848.78   | Or opted in            |          |        |          |    |          |    |          |    |          |
| County Subsidy        | Family         | \$                   | 2,172.98 |                        |          |        |          |    |          |    |          |    |          |
| Individual Plans      |                |                      |          |                        |          |        |          |    |          |    |          |    |          |
|                       |                | Kaiser               |          | Sutter                 |          | WHA    |          |    |          |    |          |    |          |
|                       |                | HMO*                 | HDHP**   | HMO***                 | HDHP**   | HMO*** | HDHP***  |    |          |    |          |    |          |
| Total Monthly Premium |                | \$                   | 1,150.83 | \$                     | 804.00   | \$     | 1,162.56 | \$ | 891.10   | \$ | 1,060.96 | \$ | 813.80   |
| Employee Contribution | Per Pay Period | \$                   | 151.02   | \$                     | -        | \$     | 156.89   | \$ | 21.16    | \$ | 106.09   | \$ | -        |
|                       | Per Month      | \$                   | 302.04   | \$                     | -        | \$     | 313.78   | \$ | 42.32    | \$ | 212.18   | \$ | -        |
|                       | Per Year       | \$                   | 3,624.48 | \$                     | -        | \$     | 3,765.36 | \$ | 507.84   | \$ | 2,546.16 | \$ | -        |
| Family Plans          |                |                      |          |                        |          |        |          |    |          |    |          |    |          |
|                       |                | Kaiser               |          | Sutter                 |          | WHA    |          |    |          |    |          |    |          |
|                       |                | HMO*                 | HDHP**   | HMO***                 | HDHP**   | HMO*** | HDHP***  |    |          |    |          |    |          |
| Total Monthly Premium |                | \$                   | 2,942.90 | \$                     | 2,055.99 | \$     | 2,975.22 | \$ | 2,281.20 | \$ | 2,716.22 | \$ | 2,083.40 |
| Employee Contribution | Per Pay Period | \$                   | 384.96   | \$                     | -        | \$     | 401.12   | \$ | 54.11    | \$ | 271.62   | \$ | -        |
|                       | Per Month      | \$                   | 769.92   | \$                     | -        | \$     | 802.24   | \$ | 108.22   | \$ | 543.24   | \$ | -        |
|                       | Per Year       | \$                   | 9,239.04 | \$                     | -        | \$     | 9,626.88 | \$ | 1,298.64 | \$ | 6,518.88 | \$ | -        |

## 2027 MEDICAL PREMIUM COSTS - Tiers A2 and A1

The following chart provides details on the costs of medical insurance, based on medical tiers A1 and A2 and Recognized Employee Organization (REO) bargaining unit. The overall premiums and employer subsidy are shown per month and then by employee contribution per pay period, month, and year. Employee premium contributions for medical are 24 out of 26 pay periods.

\* Kaiser HMO includes Kaiser vision coverage. Employees can purchase additional vision coverage.

\*\* HDHPs do NOT include vision coverage. Employees can purchase separately vision coverage separately.

\*\*\* Sutter and WHA HMOs include basic vision coverage. Employees can upgrade to enhanced vision coverage at the cost difference.

### Tier A2 Bargaining units 003, 006, 017, 019, and 030 Hired before 1/1/2007

|                |                |             |
|----------------|----------------|-------------|
| Monthly        | Individual     | \$ 1,148.80 |
| County Subsidy | Family         | \$ 1,148.80 |
| Monthly Waiver | Cashback up to | \$ 894.52   |

|                         |                | Individual Plans |           |             |           |             |           |
|-------------------------|----------------|------------------|-----------|-------------|-----------|-------------|-----------|
|                         |                | Kaiser           |           | Sutter      |           | WHA         |           |
|                         |                | HMO*             | HDHP**    | HMO***      | HDHP**    | HMO***      | HDHP***   |
| Total Monthly Premium   |                | \$ 1,150.83      | \$ 804.00 | \$ 1,162.56 | \$ 891.10 | \$ 1,060.96 | \$ 813.80 |
| Individual Contribution | Per Pay Period | \$ 1.01          | \$ -      | \$ 6.88     | \$ -      | \$ -        | \$ -      |
|                         | Per Month      | \$ 2.02          | \$ -      | \$ 13.76    | \$ -      | \$ -        | \$ -      |
|                         | Per Year       | \$ 24.24         | \$ -      | \$ 165.12   | \$ -      | \$ -        | \$ -      |
|                         | If Cashback    | \$ -             | \$ 42.04  | \$ -        | \$ -      | \$ -        | \$ 37.49  |

|                       |                | Family Plans |              |              |              |              |              |
|-----------------------|----------------|--------------|--------------|--------------|--------------|--------------|--------------|
|                       |                | Kaiser       |              | Sutter       |              | WHA          |              |
|                       |                | HMO*         | HDHP**       | HMO***       | HDHP**       | HMO***       | HDHP***      |
| Total Monthly Premium |                | \$ 2,942.90  | \$ 2,055.99  | \$ 2,975.22  | \$ 2,281.20  | \$ 2,716.22  | \$ 2,083.40  |
| Family Contribution   | Per Pay Period | \$ 897.05    | \$ 453.59    | \$ 913.21    | \$ 566.20    | \$ 783.71    | \$ 467.30    |
|                       | Per Month      | \$ 1,794.10  | \$ 907.18    | \$ 1,826.42  | \$ 1,132.40  | \$ 1,567.42  | \$ 934.60    |
|                       | Per Year       | \$ 21,529.20 | \$ 10,886.16 | \$ 21,917.04 | \$ 13,588.80 | \$ 18,809.04 | \$ 11,215.20 |
|                       | If Cashback    | \$ -         | \$ -         | \$ -         | \$ -         | \$ -         | \$ -         |

### Tier A1 All other bargaining units not in tier A2 Hired before 1/1/2007

|                                   |            |           |
|-----------------------------------|------------|-----------|
| Monthly                           | Individual | \$ 826.90 |
| County Subsidy                    | Family     | \$ 826.90 |
| Waiver - Cashback up to           |            | \$ 535.00 |
| Waiver - Plan Selection Incentive |            | \$ 150.00 |

|                         |                | Individual Plans |           |             |           |             |           |
|-------------------------|----------------|------------------|-----------|-------------|-----------|-------------|-----------|
|                         |                | Kaiser           |           | Sutter      |           | WHA         |           |
|                         |                | HMO*             | HDHP**    | HMO***      | HDHP**    | HMO***      | HDHP***   |
| Total Monthly Premium   |                | \$ 1,150.83      | \$ 804.00 | \$ 1,162.56 | \$ 891.10 | \$ 1,060.96 | \$ 813.80 |
| Individual Contribution | Per Pay Period | \$ 161.96        | \$ -      | \$ 167.83   | \$ 32.10  | \$ 117.03   | \$ -      |
|                         | Per Month      | \$ 323.92        | \$ -      | \$ 335.66   | \$ 64.20  | \$ 234.06   | \$ -      |
|                         | Per Year       | \$ 3,887.04      | \$ -      | \$ 4,027.92 | \$ 770.40 | \$ 2,808.72 | \$ -      |

|                       |                | Family Plans |              |              |              |              |              |
|-----------------------|----------------|--------------|--------------|--------------|--------------|--------------|--------------|
|                       |                | Kaiser       |              | Sutter       |              | WHA          |              |
|                       |                | HMO*         | HDHP**       | HMO***       | HDHP**       | HMO***       | HDHP***      |
| Total Monthly Premium |                | \$ 2,942.90  | \$ 2,055.99  | \$ 2,975.22  | \$ 2,281.20  | \$ 2,716.22  | \$ 2,083.40  |
| Family Contribution   | Per Pay Period | \$ 1,058.00  | \$ 614.54    | \$ 1,074.16  | \$ 727.15    | \$ 944.66    | \$ 628.25    |
|                       | Per Month      | \$ 2,116.00  | \$ 1,229.08  | \$ 2,148.32  | \$ 1,454.30  | \$ 1,889.32  | \$ 1,256.50  |
|                       | Per Year       | \$ 25,392.00 | \$ 14,748.96 | \$ 25,779.84 | \$ 17,451.60 | \$ 22,671.84 | \$ 15,078.00 |