

# Kaiser

## Effective January 1, 2024

### CLASSIFIED

|                                        | 8<br>hours | 7.5<br>hours | 7.0<br>hours | 6.5<br>hours | 6.3<br>hours | 6.0<br>hours | 5.7<br>hours | 5.5<br>hours | 5.0<br>hours | 4.9<br>hours | 4.5<br>hours | 4.3<br>hours | 4.0<br>hours |
|----------------------------------------|------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Hours Worked                           |            |              |              |              |              |              |              |              |              |              |              |              |              |
| FTE                                    | 100%       | 93.75%       | 87.5%        | 81.25%       | 78.8%        | 75%          | 71.3%        | 68.75%       | 62.5%        | 61.25%       | 56.25%       | 53.75%       | 50%          |
| <b>Kaiser w/ vision - HIGH</b>         |            |              |              |              |              |              |              |              |              |              |              |              |              |
| Employee only \$933.11                 |            |              |              |              |              |              |              |              |              |              |              |              |              |
| District pays                          | 933.11     | 874.79       | 816.47       | 758.15       | 735.29       | 699.83       | 665.31       | 641.51       | 583.19       | 571.53       | 524.87       | 501.55       | 466.55       |
| Employee pays                          | -0-        | 58.32        | 116.64       | 174.96       | 197.82       | 233.28       | 267.80       | 291.60       | 349.92       | 361.58       | 408.24       | 431.56       | 466.56       |
| Employee + 1 dep \$1866.22             |            |              |              |              |              |              |              |              |              |              |              |              |              |
| District pays                          | 1586.29    | 1487.14      | 1388.00      | 1288.86      | 1249.99      | 1189.72      | 1131.02      | 1090.57      | 991.43       | 971.60       | 892.29       | 852.63       | 793.14       |
| Employee pays                          | 279.93     | 379.08       | 478.22       | 577.36       | 616.23       | 676.50       | 735.20       | 775.65       | 874.79       | 894.62       | 973.93       | 1013.59      | 1073.08      |
| Emp + 2 or more dep \$2640.70          |            |              |              |              |              |              |              |              |              |              |              |              |              |
| District pays                          | 2128.42    | 1995.40      | 1862.37      | 1729.34      | 1677.20      | 1596.32      | 1517.57      | 1463.29      | 1330.26      | 1303.66      | 1197.24      | 1144.03      | 1064.21      |
| Employee pays                          | 512.28     | 645.30       | 778.33       | 911.36       | 963.50       | 1044.38      | 1123.13      | 1177.41      | 1310.44      | 1337.04      | 1443.46      | 1496.67      | 1576.49      |
| <b>Kaiser w/vision exam only - MID</b> |            |              |              |              |              |              |              |              |              |              |              |              |              |
| Employee only \$876.13                 |            |              |              |              |              |              |              |              |              |              |              |              |              |
| District pays                          | 876.13     | 821.37       | 766.61       | 711.86       | 690.39       | 657.09       | 624.68       | 602.34       | 547.58       | 536.63       | 492.82       | 470.92       | 438.06       |
| Employee pays                          | -0-        | 54.76        | 109.52       | 164.27       | 185.74       | 219.04       | 251.45       | 273.79       | 328.55       | 339.50       | 383.31       | 405.21       | 438.07       |
| Employee + 1 dep \$1752.26             |            |              |              |              |              |              |              |              |              |              |              |              |              |
| District pays                          | 1489.42    | 1396.33      | 1303.24      | 1210.15      | 1173.66      | 1117.07      | 1061.96      | 1023.98      | 930.89       | 912.27       | 837.80       | 800.56       | 744.71       |
| Employee pays                          | 262.84     | 355.93       | 449.02       | 542.11       | 578.60       | 635.19       | 690.30       | 728.28       | 821.37       | 839.99       | 914.46       | 951.70       | 1007.55      |
| Emp + 2 or more dep \$2479.44          |            |              |              |              |              |              |              |              |              |              |              |              |              |
| District pays                          | 1998.45    | 1873.54      | 1748.64      | 1623.74      | 1574.78      | 1498.84      | 1424.89      | 1373.93      | 1249.02      | 1224.05      | 1124.13      | 1074.17      | 999.22       |
| Employee pays                          | 480.99     | 605.90       | 730.80       | 855.70       | 904.66       | 980.60       | 1054.55      | 1105.51      | 1230.42      | 1255.39      | 1355.31      | 1405.27      | 1480.22      |
| <b>Kaiser w/vision exam only - LOW</b> |            |              |              |              |              |              |              |              |              |              |              |              |              |
| Employee only \$741.12                 |            |              |              |              |              |              |              |              |              |              |              |              |              |
| District pays                          | 741.12     | 694.80       | 648.48       | 602.16       | 584.00       | 555.84       | 528.42       | 509.52       | 463.20       | 453.94       | 416.88       | 398.35       | 370.56       |
| Employee pays                          | -0-        | 46.32        | 92.64        | 138.96       | 157.12       | 185.29       | 212.70       | 231.60       | 277.92       | 287.18       | 324.24       | 342.77       | 370.56       |
| Employee + 1 dep \$1482.24             |            |              |              |              |              |              |              |              |              |              |              |              |              |
| District pays                          | 1259.90    | 1181.16      | 1102.42      | 1023.67      | 992.80       | 944.93       | 898.31       | 866.18       | 787.44       | 771.69       | 708.70       | 677.20       | 629.95       |
| Employee pays                          | 222.34     | 301.08       | 379.82       | 458.57       | 489.44       | 537.31       | 583.93       | 616.06       | 694.80       | 710.55       | 773.54       | 805.04       | 852.29       |
| Emp + 2 or more dep \$2097.37          |            |              |              |              |              |              |              |              |              |              |              |              |              |
| District pays                          | 1690.49    | 1584.84      | 1479.18      | 1373.53      | 1332.11      | 1267.87      | 1205.32      | 1162.22      | 1056.55      | 1035.43      | 950.90       | 908.64       | 845.24       |
| Employee pays                          | 406.88     | 512.53       | 618.19       | 723.84       | 765.26       | 829.50       | 892.05       | 935.15       | 1040.82      | 1061.94      | 1146.47      | 1188.73      | 1252.13      |

# UHC Full Network

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|                                         | 8<br>hours | 7.5 hours | 7.0<br>hours | 6.5 hours | 6.3<br>hours | 6.0<br>hours | 5.7 hours | 5.5 hours | 5.0<br>hours | 4.9 hours | 4.5 hours | 4.3 hours | 4.0<br>hours |
|-----------------------------------------|------------|-----------|--------------|-----------|--------------|--------------|-----------|-----------|--------------|-----------|-----------|-----------|--------------|
| Hours Worked                            | 100%       | 93.75%    | 87.5%        | 81.25%    | 78.8%        | 75%          | 71.3%     | 68.75%    | 62.5%        | 61.25%    | 56.25%    | 53.75%    | 50%          |
| FTE                                     |            |           |              |           |              |              |           |           |              |           |           |           |              |
| <b>UHC HMO - HIGH Plan-Full Network</b> |            |           |              |           |              |              |           |           |              |           |           |           |              |
| Employee only      \$1374.18            |            |           |              |           |              |              |           |           |              |           |           |           |              |
| District pays                           | 1374.18    | 1288.29   | 1202.40      | 1116.52   | 1082.85      | 1030.63      | 979.79    | 944.74    | 858.86       | 841.69    | 772.97    | 738.62    | 687.09       |
| Employee pays                           | -0-        | 85.89     | 171.78       | 257.66    | 291.33       | 343.55       | 394.39    | 429.44    | 515.32       | 532.49    | 601.21    | 635.56    | 687.09       |
| Employee + 1 dep      \$2748.35         |            |           |              |           |              |              |           |           |              |           |           |           |              |
| District pays                           | 2336.09    | 2190.09   | 2044.09      | 1898.08   | 1840.85      | 1752.07      | 1665.64   | 1606.07   | 1460.06      | 1430.86   | 1314.06   | 1255.65   | 1168.05      |
| Employee pays                           | 412.26     | 558.26    | 704.26       | 850.27    | 907.50       | 996.28       | 1082.71   | 1142.28   | 1288.29      | 1317.49   | 1434.29   | 1492.70   | 1580.30      |
| Emp + 2 or more dep      \$3888.92      |            |           |              |           |              |              |           |           |              |           |           |           |              |
| District pays                           | 3134.49    | 2938.59   | 2742.69      | 2546.78   | 2469.98      | 2350.87      | 2234.90   | 2154.97   | 1959.06      | 1919.88   | 1763.16   | 1684.79   | 1567.25      |
| Employee pays                           | 754.43     | 950.33    | 1146.23      | 1342.14   | 1418.94      | 1538.05      | 1654.02   | 1733.95   | 1929.86      | 1969.04   | 2125.76   | 2204.13   | 2321.67      |
| <b>UHC HMO - MID Plan-Full Network</b>  |            |           |              |           |              |              |           |           |              |           |           |           |              |
| Employee only      \$1207.36            |            |           |              |           |              |              |           |           |              |           |           |           |              |
| District pays                           | 1207.36    | 1131.90   | 1056.44      | 980.98    | 951.40       | 905.52       | 860.85    | 830.06    | 754.60       | 739.51    | 679.14    | 648.96    | 603.68       |
| Employee pays                           | -0-        | 75.46     | 150.92       | 226.38    | 255.96       | 301.84       | 346.51    | 377.30    | 452.76       | 467.85    | 528.22    | 558.40    | 603.68       |
| Employee + 1 dep      \$2414.72         |            |           |              |           |              |              |           |           |              |           |           |           |              |
| District pays                           | 2052.51    | 1924.23   | 1795.95      | 1667.67   | 1617.38      | 1539.38      | 1463.44   | 1411.10   | 1282.82      | 1257.16   | 1154.54   | 1103.23   | 1026.26      |
| Employee pays                           | 362.21     | 490.49    | 618.77       | 747.05    | 797.34       | 875.34       | 951.28    | 1003.62   | 1131.90      | 1157.56   | 1260.18   | 1311.49   | 1388.46      |
| Emp + 2 or more dep      \$3416.84      |            |           |              |           |              |              |           |           |              |           |           |           |              |
| District pays                           | 2754.00    | 2581.87   | 2409.74      | 2237.62   | 2170.15      | 2065.50      | 1963.60   | 1893.37   | 1721.24      | 1686.82   | 1549.12   | 1480.27   | 1376.99      |
| Employee pays                           | 662.84     | 834.97    | 1007.10      | 1179.22   | 1246.69      | 1351.34      | 1453.24   | 1523.47   | 1695.60      | 1730.02   | 1867.72   | 1936.57   | 2039.85      |
| <b>UHC HMO - LOW Plan-Full Network</b>  |            |           |              |           |              |              |           |           |              |           |           |           |              |
| Employee only      \$1140.15            |            |           |              |           |              |              |           |           |              |           |           |           |              |
| District pays                           | 1140.15    | 1068.89   | 997.63       | 926.37    | 898.44       | 855.11       | 812.93    | 783.85    | 712.59       | 698.34    | 641.33    | 612.83    | 570.07       |
| Employee pays                           | -0-        | 71.26     | 142.52       | 213.78    | 241.71       | 285.04       | 327.22    | 356.30    | 427.56       | 441.81    | 498.82    | 527.32    | 570.08       |
| Employee + 1 dep      \$2280.30         |            |           |              |           |              |              |           |           |              |           |           |           |              |
| District pays                           | 1938.26    | 1817.11   | 1695.97      | 1574.83   | 1527.34      | 1453.69      | 1381.98   | 1332.55   | 1211.41      | 1187.18   | 1090.26   | 1041.81   | 969.13       |
| Employee pays                           | 342.04     | 463.19    | 584.33       | 705.47    | 752.96       | 826.61       | 898.32    | 947.75    | 1068.89      | 1093.12   | 1190.04   | 1238.49   | 1311.17      |
| Emp + 2 or more dep      \$3226.61      |            |           |              |           |              |              |           |           |              |           |           |           |              |
| District pays                           | 2600.67    | 2438.13   | 2275.59      | 2113.05   | 2049.33      | 1950.50      | 1854.28   | 1787.96   | 1625.42      | 1592.91   | 1462.88   | 1397.86   | 1300.33      |
| Employee pays                           | 625.94     | 788.49    | 951.02       | 1113.56   | 1177.28      | 1276.11      | 1372.33   | 1438.65   | 1601.19      | 1633.70   | 1763.73   | 1828.75   | 1926.28      |
| <b>UHC PPO HSA</b>                      |            |           |              |           |              |              |           |           |              |           |           |           |              |
| Employee only      \$1648.00            |            |           |              |           |              |              |           |           |              |           |           |           |              |
| District pays                           | 1648.00    | 1545.00   | 1442.00      | 1339.00   | 1298.62      | 1236.00      | 1175.02   | 1133.00   | 1030.00      | 1009.40   | 927.00    | 885.80    | 824.00       |
| Employee pays                           | -0-        | 103.00    | 206.00       | 309.00    | 349.38       | 412.00       | 472.98    | 515.00    | 618.00       | 638.60    | 721.00    | 762.20    | 824.00       |
| Employee + 1 dep      \$3460.81         |            |           |              |           |              |              |           |           |              |           |           |           |              |
| District pays                           | 2916.96    | 2734.65   | 2552.35      | 2370.04   | 2298.57      | 2187.73      | 2079.80   | 2005.41   | 1823.10      | 1786.64   | 1640.79   | 1567.87   | 1458.48      |
| Employee pays                           | 543.85     | 726.16    | 908.46       | 1090.77   | 1162.24      | 1273.08      | 1381.01   | 1455.40   | 1637.71      | 1674.17   | 1820.02   | 1892.94   | 2002.33      |
| Emp + 2 or more dep      \$4976.95      |            |           |              |           |              |              |           |           |              |           |           |           |              |
| District pays                           | 3978.26    | 3729.62   | 3480.98      | 3232.34   | 3134.87      | 2983.70      | 2836.50   | 2735.06   | 2486.41      | 2436.69   | 2237.77   | 2138.32   | 1989.13      |
| Employee pays                           | 998.69     | 1247.33   | 1495.97      | 1744.61   | 1842.08      | 1993.25      | 2140.45   | 2241.89   | 2490.54      | 2540.26   | 2739.18   | 2838.63   | 2987.82      |