

Employee Benefits Office

Phone: 412-529-3692 | Fax: 412-622-3695

AFSCME Health Insurance Employee Contribution Table

The health insurance contribution for each health plan will be based on a percent of your base wages. A pre-tax contribution will be taken via payroll deduction from each paycheck throughout the year.

Performance Blue Flex PPO Plan

Individual	6.35% of Base Wages
Parent and Child	6.35% of Base Wages
Parent and Children	6.35% of Base Wages
Employee & Spouse	6.35% of Base Wages
Family	6.35% of Base Wages

UPMC PPO Plan

Individual	6.42% of Base Wages
Parent and Child	6.42% of Base Wages
Parent and Children	6.42% of Base Wages
Employee & Spouse	6.42% of Base Wages
Family	6.42% of Base Wages

To determine your monthly cost:

Salaried employees – multiply your monthly salary by 6.35% or 6.42% to determine the monthly cost, i.e., \$2,450.00 monthly salary, the amount for all levels under the Performance Blue Flex PPO plan using this monthly cost would be \$155.57 the amount under the UPMC PPO plan would be \$157.29.

Hourly employees – multiply your base hourly amount by the number of hours you are to work in the month to determine your monthly base wages. Then multiply that amount by 6.35% or 6.42%. Example: \$10.50 per hour for a 40-hour work week, the monthly base wages would be \$1,680.00. The amount for all levels under the Performance Blue Flex PPO plan in this example would be \$106.68 and the amount under UPMC PPO plan would be \$107.85.

Chart 12 – AFSCME 2026

www.pghschools.org

Parent Hotline: 412-529-HELP (4357)

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