

2008 Rate Chart For Active Employees

This Chart applies to all Employees whose positions are represented by any of the following units:
General City Management

COMPUTATION METHOD OF "CITY SHARE"

The CITY will pay, monthly, 100% of the lowest single or lowest family HMO premium cost to the City. For 2008, this contribution ("City Share") will be no more than \$504.48 (Single) or \$1,377.55 (Family) toward the cost of Health Plan of your choice. Any excess premium over these amounts ("Employee Share") will be deducted as a payroll deduction from the second paycheck of each month.

Chart I - 2008 Monthly Health Plan Rates

HEALTH PLAN	SINGLE PREMIUM	CITY SHARE	SINGLE EMPLOYEE SHARE	FAMILY PREMIUM	CITY SHARE	FAMILY EMPLOYEE SHARE
United Health Care	\$504.48	\$504.48	No Cost	\$1,377.55	\$1,377.55	No Cost
Basic Plan	\$682.77	\$504.48	\$178.29	\$1,538.75	\$1,377.55	\$161.20
Basic Plan Tier 1	\$545.98	\$504.48	\$41.50	\$1,458.48	\$1,377.55	\$80.93

Chart II - 2008 Monthly Dental Plan Rates

DENTAL PLAN	SINGLE PREMIUM	CITY SHARE	SINGLE EMPLOYEE SHARE	FAMILY PREMIUM	CITY SHARE	FAMILY EMPLOYEE SHARE
WPS/Delta Dental	\$26.31	\$13.00	\$13.31	\$90.62	\$37.50	\$53.12
Care-Plus	\$35.18	\$13.00	\$22.18	\$102.47	\$37.50	\$64.97
DentalBlue	\$39.45	\$13.00	\$26.45	\$118.36	\$37.50	\$80.86
First Commonwealth	\$36.76	\$13.00	\$23.76	\$110.91	\$37.50	\$73.41

The Uniform Benefits for the Basic Plan & Basic Plan Tier 1 plans and the HMOs are not the same. Be sure to review the information in the blue Open Enrollment Booklet.

	Single	Family	% Change from 2007 Rates
WPS/Delta Dental: General City	\$26.31	\$90.62	No Change
WPS/Delta Dental: Fire	\$30.30	\$86.55	No Change
WPS/Delta Dental: Police	\$30.30	\$91.67	No Change
CarePlus Dental	\$35.18	\$102.47	12%
Dental Blue	\$39.45	\$118.36	24%
First Commonwealth Dental	\$36.76	\$110.91	12%

General City Employees

This Chart applies to all Employees whose positions are represented by any of the following units:
**District Council 48; Loc 61 Sanitation; TEAM; Assc of Scient Pers; NMNR; ALEASP (Clerical);
 Assc of Muni Attys; SNC; Loc 139; Loc 195 Bridge Operators; Loc 494 Mach; Loc 75 Plumbers;
 Loc 510 IAM District #10; Police Aides** (MPA)

HMO "EMPLOYEE SHARE" COMPUTATION

The CITY will pay, monthly, 100% of the lowest single or lowest family HMO premium cost to the City. For 2008, this contribution ("City Share") will be no more than \$504.48 (Single) or \$1,377.55 (Family) toward the cost of Health Plan of your choice. Any

BASIC PLAN "EMPLOYEE SHARE" COMPUTATION

An employee will pay \$75.00 (single) or \$150.00 (family) as his/her share of the Basic Plan cost. This amount ("Employee Share") will be deducted as a payroll deduction from the last paycheck of each month.

Chart I - 2008 Monthly Health Plan Rates

HEALTH PLAN	SINGLE PREMIUM	CITY SHARE	SINGLE EMPLOYEE SHARE	FAMILY PREMIUM	CITY SHARE	FAMILY EMPLOYEE SHARE
United Health Care	\$504.48	\$504.48	<i>No Cost</i>	\$1,377.55	\$1,377.55	<i>No Cost</i>
Basic Plan	\$682.77	\$607.77	\$75.00	\$1,538.75	\$1,388.75	\$150.00

Chart II - 2008 Monthly Dental Plan Rates

DENTAL PLAN	SINGLE PREMIUM	CITY SHARE	SINGLE EMPLOYEE SHARE	FAMILY PREMIUM	CITY SHARE	FAMILY EMPLOYEE SHARE
WPS/Delta Dental	\$26.31	\$13.00	\$13.31	\$90.62	\$37.50	\$53.12
Care-Plus	\$35.18	\$13.00	\$22.18	\$102.47	\$37.50	\$64.97
DentalBlue	\$39.45	\$13.00	\$26.45	\$118.36	\$37.50	\$80.86
First Commonwealth	\$36.76	\$13.00	\$23.76	\$110.91	\$37.50	\$73.41