

Estimated Change in Monthly Employee/Retiree Contribution Rates for Phase in Year 2 (2011)

For UM Premier Care and BCBS PPO

Model C: Salary Bands Based on Full-Time Equivalent (FTE) Pay + One Time Incentive and Other Pay

Tiers	Rates	Monthly Employee Contributions for UM Premier Care					Annual \$ Change from Current Formula					
		Current Formula	Model C Phase in Year 2			Retirees	Model C Phase in Year 2			Retirees		
			Band 1	Band 2	Band 3		Band 1	Band 2	Band 3			
	Salary Ranges	All Employees / Retirees	Part-Time	\$37,600 and below	\$37,601 - \$50,400	\$50,401 and Above	Retirees	Part-Time	\$37,600 and below	\$37,601 - \$50,400	\$50,401 and Above	Retirees
1	Employee (EE) Only	\$ 17.96	\$ 105.14	\$ 28.56	% of Pay	\$ 40.90	\$ 28.56	\$ 1,046	\$ 127	Varies	\$ 275	\$ 127
2	Employee + Adult	\$ 122.92	\$ 299.18	\$ 168.26	% of Pay	\$ 217.64	\$ 168.26	\$ 2,115	\$ 544	Varies	\$ 1,137	\$ 544
3	EE + Adult + Child(ren)	\$ 208.98	\$ 424.12	\$ 246.28	% of Pay	\$ 311.32	\$ 246.28	\$ 2,582	\$ 448	Varies	\$ 1,228	\$ 448
4	EE + Child(ren)	\$ 74.62	\$ 230.08	\$ 106.58	% of Pay	\$ 134.56	\$ 106.58	\$ 1,866	\$ 384	Varies	\$ 719	\$ 384
A	1 Medicare-Eligible (M-E) Person	\$ 14.34					\$ 19.52					\$ 62
B	2 Medicare-Eligible (M-E) Persons	\$ 86.74					\$ 103.22					\$ 198
C	3+ Medicare-Eligible (M-E) Persons	\$ 146.12					\$ 166.82					\$ 248
D	2 Person Mixed (One Non-M-E and One M-E)	\$ 104.86					\$ 135.76					\$ 371
E	3+ Person Mixed (At least One M-E and at least One Non M-E)	\$ 177.56					\$ 206.56					\$ 348
	Salary Ranges	All Employees / Retirees	Part-Time	\$37,600 and below	\$37,601 - \$50,400	\$50,401 and Above	Retirees	Part-Time	\$37,600 and below	\$37,601 - \$50,400	\$50,401 and Above	Retirees
1	Employee (EE) Only	\$ 90.52	\$ 175.48	\$ 98.90	% of Pay	\$ 111.24	\$ 98.90	\$ 1,020	\$ 101	Varies	\$ 249	\$ 101
2	Employee + Adult	\$ 268.04	\$ 439.86	\$ 308.94	% of Pay	\$ 358.32	\$ 308.94	\$ 2,062	\$ 491	Varies	\$ 1,083	\$ 491
3	EE + Adult + Child(ren)	\$ 413.60	\$ 618.26	\$ 440.42	% of Pay	\$ 505.46	\$ 440.42	\$ 2,456	\$ 322	Varies	\$ 1,102	\$ 322
4	EE + Child(ren)	\$ 186.38	\$ 353.88	\$ 230.38	% of Pay	\$ 258.36	\$ 230.38	\$ 2,010	\$ 528	Varies	\$ 864	\$ 528
A	1 Medicare-Eligible (M-E) Person	\$ 14.34					\$ 19.52					\$ 62
B	2 Medicare-Eligible (M-E) Persons	\$ 86.74					\$ 103.22					\$ 198
C	3+ Medicare-Eligible (M-E) Persons	\$ 146.12					\$ 166.82					\$ 248
D	2 Person Mixed (One Non-M-E and One M-E)	\$ 177.40					\$ 206.08					\$ 344
E	3+ Person Mixed (At least One M-E and at least One Non M-E)	\$ 279.86					\$ 303.64					\$ 285