

# Summary of Proposed Employee Net Contributions (Monthly)

## 2007 Net Employee Contributions

	Pay Band 1 (\$43,000 and Under)				Pay Band 2 (\$43,001 to \$86,000)				Pay Band 3 (\$86,001 to \$129,000)				Pay Band 4 (Over \$129,000)			
	U	UC	UA	UAC	U	UC	UA	UAC	U	UC	UA	UAC	U	UC	UA	UAC
Health Net	\$20.64	\$37.15	\$77.47	\$93.99	\$45.14	\$81.25	\$133.53	\$169.65	\$70.14	\$126.25	\$183.01	\$239.13	\$96.14	\$173.05	\$234.46	\$311.38
PacifiCare	\$17.67	\$31.81	\$71.24	\$85.37	\$42.17	\$75.91	\$127.30	\$161.03	\$67.17	\$120.91	\$176.78	\$230.51	\$93.17	\$167.71	\$228.23	\$302.76
Kaiser	\$6.00	\$10.80	\$12.60	\$17.40	\$30.50	\$54.90	\$68.66	\$93.06	\$55.50	\$99.90	\$118.14	\$162.54	\$81.50	\$146.70	\$169.59	\$234.79
WHA	\$6.00	\$10.80	\$12.60	\$17.40	\$30.50	\$54.90	\$68.66	\$93.06	\$55.50	\$99.90	\$118.14	\$162.54	\$81.50	\$146.70	\$169.59	\$234.79
Blue Cross PLUS	\$70.43	\$126.78	\$182.04	\$238.38	\$94.93	\$170.88	\$238.10	\$314.04	\$119.93	\$215.88	\$287.58	\$383.52	\$145.93	\$262.68	\$339.03	\$455.77
Blue Cross PPO	\$74.29	\$133.72	\$190.13	\$249.55	\$98.79	\$177.82	\$246.19	\$325.21	\$123.79	\$222.82	\$295.67	\$394.69	\$149.79	\$269.62	\$347.12	\$466.94
High Option	\$1,761.30	\$2,653.54	\$3,286.26	\$4,179.50	\$1,785.80	\$2,697.64	\$3,342.32	\$4,255.16	\$1,810.80	\$2,742.64	\$3,391.80	\$4,324.64	\$1,836.80	\$2,789.44	\$3,443.25	\$4,396.89
Core-CA	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
PacifiCare-NV	\$184.27	\$331.69	\$421.10	\$568.51	\$208.77	\$375.79	\$477.16	\$644.17	\$233.77	\$420.79	\$526.64	\$713.65	\$259.77	\$467.59	\$578.09	\$785.90
Kaiser Mid-Atlantic	\$53.27	\$95.89	\$145.99	\$188.61	\$77.77	\$139.99	\$202.05	\$264.27	\$102.77	\$184.99	\$251.53	\$333.75	\$128.77	\$231.79	\$302.98	\$406.00
Kaiser Umbrella	\$276.28	\$497.30	\$614.32	\$835.34	\$300.78	\$541.40	\$670.38	\$911.00	\$325.78	\$586.40	\$719.86	\$980.48	\$351.78	\$633.20	\$771.31	\$1,052.73
Definity Health - CA (UCSF & UCSB)	\$6.00	\$10.80	\$12.60	\$17.40	\$30.50	\$54.90	\$68.66	\$93.06	\$55.50	\$99.90	\$118.14	\$162.54	\$81.50	\$146.70	\$169.59	\$234.79

## 2008 Net Employee Contributions

	Pay Band 1 (\$45,000 and Under)				Pay Band 2 (\$45,001 to \$89,000)				Pay Band 3 (\$89,001 to \$133,000)				Pay Band 4 (Over \$133,000)			
	U	UC	UA	UAC	U	UC	UA	UAC	U	UC	UA	UAC	U	UC	UA	UAC
Health Net	\$16.86	\$30.34	\$69.34	\$82.83	\$42.61	\$76.69	\$127.91	\$162.00	\$68.86	\$123.94	\$180.11	\$235.20	\$95.61	\$172.09	\$233.32	\$309.81
Health Net	\$16.86	\$30.34	\$69.34	\$82.83	\$42.61	\$76.69	\$127.91	\$162.00	\$68.86	\$123.94	\$180.11	\$235.20	\$95.61	\$172.09	\$233.32	\$309.81
Kaiser	\$6.50	\$11.71	\$13.66	\$18.86	\$33.06	\$59.51	\$74.43	\$100.88	\$60.16	\$108.29	\$128.06	\$176.19	\$88.35	\$159.02	\$183.84	\$254.51
WHA	\$6.50	\$11.71	\$13.66	\$18.86	\$33.06	\$59.51	\$74.43	\$100.88	\$60.16	\$108.29	\$128.06	\$176.19	\$88.35	\$159.02	\$183.84	\$254.51
Blue Cross PLUS	\$46.59	\$83.86	\$131.78	\$169.04	\$72.34	\$130.21	\$190.35	\$248.21	\$98.59	\$177.46	\$242.55	\$321.41	\$125.34	\$225.61	\$295.76	\$396.02
Blue Cross PPO	\$75.91	\$136.64	\$193.35	\$254.07	\$101.66	\$182.99	\$251.92	\$333.24	\$127.91	\$230.24	\$304.12	\$406.44	\$154.66	\$278.39	\$357.33	\$481.05
High Option Supplement to Medicare	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Core-CA	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Kaiser Mid-Atlantic	\$45.09	\$81.16	\$128.63	\$164.70	\$70.84	\$127.51	\$187.20	\$243.87	\$97.09	\$174.76	\$239.40	\$317.07	\$123.84	\$222.91	\$292.61	\$391.68
Kaiser Umbrella	\$275.41	\$495.74	\$612.30	\$832.62	\$301.16	\$542.09	\$670.87	\$911.79	\$327.41	\$589.34	\$723.07	\$984.99	\$354.16	\$637.49	\$776.28	\$1,059.60
CIGNA	\$14.86	\$26.74	\$65.14	\$77.03	\$40.61	\$73.09	\$123.71	\$156.20	\$66.86	\$120.34	\$175.91	\$229.40	\$93.61	\$168.49	\$229.12	\$304.01

# Summary of Proposed Employee Net Contribution Changes

## \$ Difference

	Pay Band 1				Pay Band 2				Pay Band 3				Pay Band 4			
	U	UC	UA	UAC	U	UC	UA	UAC	U	UC	UA	UAC	U	UC	UA	UAC
Health Net	(\$3.78)	(\$6.81)	(\$8.13)	(\$11.16)	(\$2.53)	(\$4.56)	(\$5.62)	(\$7.65)	(\$1.28)	(\$2.31)	(\$2.90)	(\$3.93)	(\$0.53)	(\$0.96)	(\$1.14)	(\$1.57)
Health Net (from PacifiCare)	(\$0.81)	(\$1.47)	(\$1.90)	(\$2.54)	\$0.44	\$0.78	\$0.61	\$0.97	\$1.69	\$3.03	\$3.33	\$4.69	\$2.44	\$4.38	\$5.09	\$7.05
Kaiser	\$0.50	\$0.91	\$1.06	\$1.46	\$2.56	\$4.61	\$5.77	\$7.82	\$4.66	\$8.39	\$9.92	\$13.65	\$6.85	\$12.32	\$14.25	\$19.72
WHA	\$0.50	\$0.91	\$1.06	\$1.46	\$2.56	\$4.61	\$5.77	\$7.82	\$4.66	\$8.39	\$9.92	\$13.65	\$6.85	\$12.32	\$14.25	\$19.72
Blue Cross PLUS	(\$23.84)	(\$42.92)	(\$50.26)	(\$69.34)	(\$22.59)	(\$40.67)	(\$47.75)	(\$65.83)	(\$21.34)	(\$38.42)	(\$45.03)	(\$62.11)	(\$20.59)	(\$37.07)	(\$43.27)	(\$59.75)
Blue Cross PPO	\$1.62	\$2.92	\$3.22	\$4.52	\$2.87	\$5.17	\$5.73	\$8.03	\$4.12	\$7.42	\$8.45	\$11.75	\$4.87	\$8.77	\$10.21	\$14.11
High Option Supplement to Medicare Core-CA	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Kaiser Mid-Atlantic	(\$8.18)	(\$14.73)	(\$17.36)	(\$23.91)	(\$6.93)	(\$12.48)	(\$14.85)	(\$20.40)	(\$5.68)	(\$10.23)	(\$12.13)	(\$16.68)	(\$4.93)	(\$8.88)	(\$10.37)	(\$14.32)
Kaiser Umbrella	(\$0.87)	(\$1.56)	(\$2.02)	(\$2.72)	\$0.38	\$0.69	\$0.49	\$0.79	\$1.63	\$2.94	\$3.21	\$4.51	\$2.38	\$4.29	\$4.97	\$6.87
CIGNA (from Definity)	\$8.86	\$15.94	\$52.54	\$59.63	\$10.11	\$18.19	\$55.05	\$63.14	\$11.36	\$20.44	\$57.77	\$66.86	\$12.11	\$21.79	\$59.53	\$69.22

## % Change

	Pay Band 1				Pay Band 2				Pay Band 3				Pay Band 4			
	U	UC	UA	UAC	U	UC	UA	UAC	U	UC	UA	UAC	U	UC	UA	UAC
Health Net	-18.3%	-18.3%	-10.5%	-11.9%	-5.6%	-5.6%	-4.2%	-4.5%	-1.8%	-1.8%	-1.6%	-1.6%	-0.6%	-0.6%	-0.5%	-0.5%
Health Net (from PacifiCare)	-4.6%	-4.6%	-2.7%	-3.0%	1.0%	1.0%	0.5%	0.6%	2.5%	2.5%	1.9%	2.0%	2.6%	2.6%	2.2%	2.3%
Kaiser	8.3%	8.4%	8.4%	8.4%	8.4%	8.4%	8.4%	8.4%	8.4%	8.4%	8.4%	8.4%	8.4%	8.4%	8.4%	8.4%
WHA	8.3%	8.4%	8.4%	8.4%	8.4%	8.4%	8.4%	8.4%	8.4%	8.4%	8.4%	8.4%	8.4%	8.4%	8.4%	8.4%
Blue Cross PLUS	-33.8%	-33.9%	-27.6%	-29.1%	-23.8%	-23.8%	-20.1%	-21.0%	-17.8%	-17.8%	-15.7%	-16.2%	-14.1%	-14.1%	-12.8%	-13.1%
Blue Cross PPO	2.2%	2.2%	1.7%	1.8%	2.9%	2.9%	2.3%	2.5%	3.3%	3.3%	2.9%	3.0%	3.3%	3.3%	2.9%	3.0%
High Option Supplement to Medicare Core-CA	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Kaiser Mid-Atlantic	-15.4%	-15.4%	-11.9%	-12.7%	-8.9%	-8.9%	-7.3%	-7.7%	-5.5%	-5.5%	-4.8%	-5.0%	-3.8%	-3.8%	-3.4%	-3.5%
Kaiser Umbrella	-0.3%	-0.3%	-0.3%	-0.3%	0.1%	0.1%	0.1%	0.1%	0.5%	0.5%	0.4%	0.5%	0.7%	0.7%	0.6%	0.7%
CIGNA (from Definity)	147.7%	147.6%	417.0%	342.7%	33.1%	33.1%	80.2%	67.8%	20.5%	20.5%	48.9%	41.1%	14.9%	14.9%	35.1%	29.5%