

Health Insurance Benefits by Union

Effective 1/01/15

Union	Medically Single				Employee + 1				Employee + 2 or More			Dental Premium ⁶
	Full	65% of Kaiser EE+2 Level	90% of 2 nd Highest with Charter	93% of 2 nd Highest without Charter	75% of Kaiser EE+2 Level	93% of 2 nd Highest	96% of 2 nd Highest	90%-95% Based on Plan	75% of Kaiser EE+2 Level	83% of 2 nd Highest	90%-95% Based on Plan Selected	
Building Inspectors				•		•				•		•
Consolidated Crafts ¹				•		•				•		•
D.A. Investigators				•		•				•		•
Electrical Workers ¹				•		•				•		•
Local 21				•		•				•		•
Laborers ^{1,2,4}				•		•				•		•
Machinists ¹				•		•				•		•
MAA				•		•				•		•
MEA		•			•					•		•
Sup. Prob. Officers				•		•				•		•
Operating Engineers				•		•				•		•
Painters ^{1,2}			•		•				•			•
Plumbers ¹				•		•				•		•
Probation Officers				•		•				•		•
SEIU L1021 Misc.	•						•			•		•
SEIU L1021 - Paramedics	•				•				•			•
Stationary Engineers ^{1,3}				•		•				•		•
Institutional Police				•		•				•		•
Local 856 Multi-Unit				•		•				•		•
TWU 250-A 7410				•		•				•		•
TWU 250-A Multi-Unit				•		•				•		•
TWU 200-SEAM				•		•				•		•
U.A.P.D.				•		•				•		•
Deputy Sheriffs				•		•				•		•
Sheriff Managers & Supervisors				•		•				•		•
Firefighters				•		•				•		•
Police Officers				•		•				•		•
SEIU L 1021 Nurses ⁵			•					•			•	
Teamsters L856, Sup. Nurses ⁵			•					•			•	
Unrep. Ord. ⁷				•		•				•		•

¹Employees assigned to Hetch Hetchy & Camp Mather Health Stipend pursuant to ASO Section 2.1, will receive a monthly stipend either:

\$1,480.28 = ee + 2 or more dependents, or \$1,051.23 = ee +1 dependent where HMOs are not available to employees residing in designated zip codes enrolled in HSS.

²Employees permanently assigned to work in areas outside of the health coverage areas of Kaiser and Blue Shield. For "medically single employees" (Employee Only), the City shall continue to contribute 100% of the premium for the employees' own health care benefit coverage.

³If an employee's work location reasonably requires him or her to reside in a county in which there is no City HMO available, then the City shall pay for medically single/ Employee-Only coverage under the City Plan.

⁴For CY15 and 2016 only, employees will receive an additional monthly stipend of either: \$25.00 for HSS Employee-Only member; or \$50.00 for HSS Employee-Plus-One member.

⁵"Medically single employees" (Employee Only) enrolled in plan other than the highest cost plan, City will contribute 90% of the "medically single employee" (Employee Only) premium for the plan in which the employee is enrolled; provided the City's premium contribution will not fall below the lesser of: (a) the "average contribution" per Charter or (b), if the premium is less than the "average contribution", one hundred percent (100%) of the premium. For Employee + One or Employee + Two or More: lowest cost medical plan, 95%; second highest cost medical plan 90% of the total employee plus two premium and highest cost medical plan, the City shall contribute fifty percent (50%) of the dependent coverage portion of the premium, plus the "average contribution" per Charter.

⁶Employees who are enrolled in Delta Dental PPO Plan shall pay the following bi-weekly premium: \$2.31 = employee only; \$4.62 = employee +1 dependent; \$6.92 = employee +2 or more dependents.

⁷Unrepresented Management employees who are medically single have the same MEA Charter health benefit insurance. Miscellaneous Unrepresented employees have full medically single pickup, up to the 2nd.