

City of San José
Human Resources Department

2007 Dental Plan Rates (Bi-Weekly)

Effective from 7/2/2006 (PP 15) through 6/30/2007 (PP 13)

Dental Insurance Plans				
(Dental premiums are deducted the first 2 paydays of each month, and are pre-tax)				
	<u>IAFF* Employees</u>		<u>All Benefited Employees* Except IAFF</u>	
	<u>Delta Dental PPO</u>	<u>DeltaCare/PMI HMO</u>	<u>Delta Dental PPO</u>	<u>DeltaCare/PMI HMO</u>
100% Benefits: Full-Time Employees Including RWW Employees who work 35 - 39.9 Hrs				
Employee Contribution	None	None	2.44	None
City Contribution	48.92	25.05	46.48	25.05
Total	48.92	25.05	48.92	25.05
75% Benefits: Part-Time Employees who work 30 - 39.9 Hrs & RWW Employees who work 30 - 34.9 Hrs				
Employee Contribution	12.23	6.26	14.06	6.26
City Contribution	36.69	18.79	34.86	18.79
Total	48.92	25.05	48.92	25.05
62.5% Benefits: Part-Time & RWW Employees who work 25 - 29.9 Hrs				
Employee Contribution	18.34	9.39	19.87	9.39
City Contribution	30.58	15.66	29.05	15.66
Total	48.92	25.05	48.92	25.05
50% Benefits: Part-Time & RWW Employees who work 20 - 24.99 Hrs				
Employee Contribution	24.46	12.52	25.68	12.52
City Contribution	24.46	12.53	23.24	12.53
Total	48.92	25.05	48.92	25.05

Dental In-Lieu Plan Payments			
Payment in-lieu of coverage is available for qualified enrollees (full-time and RWW who work 35+ Hours) Payments are made every payday, are taxable, and are subject to withholding			
<u>IAFF Employees</u>		<u>All Benefited Employees Except IAFF</u>	
Dental In-Lieu:	22.58	Dental In-Lieu:	21.45

* Final 2007 Employee rate contributions for OE3 and IAFF members are pending negotiation and subject to change.