

City of San José
Human Resources Department

2007 Dental Plan Rates (Bi-Weekly)

Effective from 7/1/2007 (PP 14) through 6/30/2008 (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	2.48	None
City Contribution	49.71	25.05	47.23	25.05
Total	49.71	25.05	49.71	25.05
75% Benefits: Part-Time Employees who work 30 - 39.9 Hrs & RWW Employees who work 30 - 34.9 Hrs				
Employee Contribution	12.42	6.26	14.28	6.26
City Contribution	37.29	18.79	35.43	18.79
Total	49.71	25.05	49.71	25.05
62.5% Benefits: Part-Time & RWW Employees who work 25 - 29.9 Hrs				
Employee Contribution	18.64	9.39	20.19	9.39
City Contribution	31.07	15.66	29.52	15.66
Total	49.71	25.05	49.71	25.05
50% Benefits: Part-Time & RWW Employees who work 20 - 24.99 Hrs				
Employee Contribution	24.85	12.52	26.09	12.52
City Contribution	24.86	12.53	23.62	12.53
Total	49.71	25.05	49.71	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:	22.94	Dental In-Lieu:	21.80

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