## 2020 Medical Plan Semi-Monthly Rates

Employees Represented by the San Jose Police Officers’ Association and the International Association of Fire Fighters, Local 230

Effective from 1/1/2020 (PP 1) through 12/31/2020 (PP 26)

Medical plan premiums are deducted the first 2 paydays of each month and are pre-tax. Premiums are provided for 2 tier levels: Employee (EE) Only and EE plus Spouse (SP)/Domestic Partner (DP) and/or Child(ren).

### Medical Plan Options

<table>
<thead>
<tr>
<th>Medical Plan Options</th>
<th>Kaiser HMO $25 Copay</th>
<th>Kaiser HSA $2,000 Deductible</th>
<th>Anthem Select HMO $100 Deductible</th>
<th>Anthem Select PPO $100 Deductible</th>
<th>Anthem Classic PPO $100 Deductible</th>
<th>Anthem Classic PPO $2,500 Deductible w/ HSA</th>
</tr>
</thead>
<tbody>
<tr>
<td>EE Only EE + SP/DP and/or Child(ren) EE Only EE + SP/DP and/or Child(ren) EE Only EE + SP/DP and/or Child(ren) EE Only EE + SP/DP and/or Child(ren) EE Only EE + SP/DP and/or Child(ren)</td>
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</tr>
<tr>
<td>EE Only</td>
<td>$53.79</td>
<td>$133.95</td>
<td>$0.00</td>
<td>$0.00</td>
<td>$33.56</td>
<td>$90.55</td>
</tr>
<tr>
<td>City Contribution</td>
<td>$304.84</td>
<td>$759.04</td>
<td>$236.91</td>
<td>$589.90</td>
<td>$302.00</td>
<td>$814.95</td>
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<tr>
<td>Total</td>
<td>$358.63</td>
<td>$892.99</td>
<td>$236.91</td>
<td>$589.90</td>
<td>$335.56</td>
<td>$905.50</td>
</tr>
</tbody>
</table>

#### 100% Benefits: Full-Time Employees including RWW Employees who work 35 - 39 Hrs

#### 75% Benefits: Part-Time Employees who work 30 - 39 Hrs & RWW Employees who work 30 - 34 Hrs

#### 62.5% Benefits: Part-Time & RWW Employees who work 25 - 29 Hrs

#### 50% Benefits: Part-Time & RWW Employees who work 20 - 24 Hrs

### HEALTH 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 and are subject to tax withholding

- If eligible for EE Only coverage: $89.09
- If eligible for EE + SP/DP and/or Child(ren) coverage: $221.84

Approved HR Benefits 8/27/19