

**HEALTH BENEFITS CONTRIBUTION FOR SINGLE COVERAGE  
(PERCENTAGE OF PREMIUM)**

Salary Range	Tier 4	18-19 (85%)	19-20 (80%)	20-21 (80%)
less than 20,000	4.50%	3.83%	3.60%	3.60%
20,000-24,999.99	5.50%	4.68%	4.40%	4.40%
25,000-29,999.99	7.50%	6.38%	6.00%	6.00%
30,000-34,999.99	10.00%	8.50%	8.00%	8.00%
35,000-39,999.99	11.00%	9.35%	8.80%	8.80%
40,000-44,999.99	12.00%	10.20%	9.60%	9.60%
45,000-49,999.99	14.00%	11.90%	11.20%	11.20%
50,000-54,999.99	20.00%	17.00%	16.00%	16.00%
55,000-59,999.99	23.00%	19.55%	18.40%	18.40%
60,000-64,999.99	27.00%	22.95%	21.60%	21.60%
65,000-69,999.99	29.00%	24.65%	23.20%	23.20%
70,000-74,999.99	32.00%	27.20%	25.60%	25.60%
75,000-79,999.99	33.00%	28.05%	26.40%	26.40%
80,000-94,999.99	34.00%	28.90%	27.20%	27.20%
95,000 and over	35.00%	29.75%	28.00%	28.00%

**WTEA & DISCRETIONARY  
USE COLUMN LABELED 19-20**

**TRADES AND ADMINISTRATORS  
USE COLUMN LABELED TIER 4**

**HEALTH BENEFITS CONTRIBUTION FOR FAMILY COVERAGE  
(PERCENTAGE OF PREMIUM)**

**HEALTH BENEFITS CONTRIBUTION FOR COVERAGE  
MEMBER/SPOUSE/PARTNER OR PARENT/CHILD COVERAGE  
(PERCENTAGE OF PREMIUM)**

Salary Range	Tier 4	18-19 (85%)	19-20 (80%)	20-21 (80%)
less than 25,000	3.00%	2.55%	2.40%	2.40%
25,000-29,999.99	4.00%	3.40%	3.20%	3.20%
30,000-34,999.99	5.00%	4.25%	4.00%	4.00%
35,000-39,999.99	6.00%	5.10%	4.80%	4.80%
40,000-44,999.99	7.00%	5.95%	5.60%	5.60%
45,000-49,999.99	9.00%	7.65%	7.20%	7.20%
50,000-54,999.99	12.00%	10.20%	9.60%	9.60%
55,000-59,999.99	14.00%	11.90%	11.20%	11.20%
60,000-64,999.99	17.00%	14.45%	13.60%	13.60%
65,000-69,999.99	19.00%	16.15%	15.20%	15.20%
70,000-74,999.99	22.00%	18.70%	17.60%	17.60%
75,000-79,999.99	23.00%	19.55%	18.40%	18.40%
80,000-84,999.99	24.00%	20.40%	19.20%	19.20%
85,000-89,999.99	26.00%	22.10%	20.80%	20.80%
90,000-94,999.99	28.00%	23.80%	22.40%	22.40%
95,000-99,999.99	29.00%	24.65%	23.20%	23.20%
100,000-109,999.99	32.00%	27.20%	25.60%	25.60%
110,000 and over	35.00%	29.75%	28.00%	28.00%

Salary Range	Tier 4	18-19 (85%)	19-20 (80%)	20-21 (80%)
less than 25,000	3.50%	2.98%	2.80%	2.80%
25,000-29,999.99	4.50%	3.83%	3.60%	3.60%
30,000-34,999.99	6.00%	5.10%	4.80%	4.80%
35,000-39,999.99	7.00%	5.95%	5.60%	5.60%
40,000-44,999.99	8.00%	6.80%	6.40%	6.40%
45,000-49,999.99	10.00%	8.50%	8.00%	8.00%
50,000-54,999.99	15.00%	12.75%	12.00%	12.00%
55,000-59,999.99	17.00%	14.45%	13.60%	13.60%
60,000-64,999.99	21.00%	17.85%	16.80%	16.80%
65,000-69,999.99	23.00%	19.55%	18.40%	18.40%
70,000-74,999.99	26.00%	22.10%	20.80%	20.80%
75,000-79,999.99	27.00%	22.95%	21.60%	21.60%
80,000-84,999.99	28.00%	23.80%	22.40%	22.40%
85,000-99,999.99	30.00%	25.50%	24.00%	24.00%
100,000 and over	35.00%	29.75%	28.00%	28.00%