

**COMPARISON OF 2016 VS. 2015 MEDICAL PREMIUMS BY SALARY BAND (OAP 10)
EMPLOYEE COST PER PAY PERIOD - EFFECTIVE JANUARY 1, 2016**

FULL TIME - SALARY <= \$25K 2015		10-month (20 Deductions)	11-month (24 Deductions)	12-month (26 Deductions)
Cigna - OAP10	Employee	\$70.80	\$59.00	\$54.46
	Spouse	\$135.00	\$112.50	\$103.85
	Children	\$96.60	\$80.50	\$74.31
	Family	\$264.60	\$220.50	\$203.54
	Adult Child Only	\$352.80	\$294.00	\$271.38
FULL TIME - SALARY >25K - 40K 2015		10-month (20 Deductions)	11-month (24 Deductions)	12-month (26 Deductions)
Cigna - OAP10	Employee	\$91.80	\$76.50	\$70.62
	Spouse/Domestic Partner	\$187.80	\$156.50	\$144.46
	Children	\$133.80	\$111.50	\$102.92
	Family	\$363.00	\$302.50	\$279.23
	Adult Child Only	\$352.80	\$294.00	\$271.38
FULL TIME - SALARY > 40K - 55K 2015		10-month (20 Deductions)	11-month (24 Deductions)	12-month (26 Deductions)
Cigna - OAP10	Employee	\$104.40	\$87.00	\$80.31
	Spouse/Domestic Partner	\$301.80	\$251.50	\$232.15
	Children	\$226.80	\$189.00	\$174.46
	Family	\$523.80	\$436.50	\$402.92
	Adult Child Only	\$352.80	\$294.00	\$271.38
FULL TIME - SALARY >55K - 85K 2015		10-month (20 Deductions)	11-month (24 Deductions)	12-month (26 Deductions)
Cigna - OAP10	Employee	\$117.00	\$97.50	\$90.00
	Spouse/Domestic Partner	\$356.40	\$297.00	\$274.15
	Children	\$271.20	\$226.00	\$208.62
	Family	\$615.00	\$512.50	\$473.08
	Adult Child Only	\$352.80	\$294.00	\$271.38
FULL TIME - SALARY >85K 2015		10-month (20 Deductions)	11-month (24 Deductions)	12-month (26 Deductions)
Cigna - OAP10	Employee	\$130.20	\$108.50	\$100.15
	Spouse/Domestic Partner	\$415.20	\$346.00	\$319.38
	Children	\$315.60	\$263.00	\$242.77
	Family	\$712.80	\$594.00	\$548.31
	Adult Child Only	\$352.80	\$294.00	\$271.38

FULL TIME - SALARY <= \$35K 2016		10-month (20 Deductions)	11-month (24 Deductions)	12-month (26 Deductions)
Cigna - OAP10	Employee	\$70.80	\$59.00	\$54.46
	Spouse	\$146.40	\$122.00	\$112.62
	Children	\$103.20	\$86.00	\$79.38
	Family	\$293.40	\$244.50	\$225.69
	Adult Child Only	\$358.80	\$299.00	\$276.00
FULL TIME - SALARY >35K - 55K 2016		10-month (20 Deductions)	11-month (24 Deductions)	12-month (26 Deductions)
Cigna - OAP10	Employee	\$91.80	\$76.50	\$70.62
	Spouse/Domestic Partner	\$205.20	\$171.00	\$157.85
	Children	\$144.00	\$120.00	\$110.77
	Family	\$411.00	\$342.50	\$316.15
	Adult Child Only	\$358.80	\$299.00	\$276.00
FULL TIME - SALARY > 55K - 70K 2016		10-month (20 Deductions)	11-month (24 Deductions)	12-month (26 Deductions)
Cigna - OAP10	Employee	\$104.40	\$87.00	\$80.31
	Spouse/Domestic Partner	\$264.00	\$220.00	\$203.08
	Children	\$185.40	\$154.50	\$142.62
	Family	\$528.00	\$440.00	\$406.15
	Adult Child Only	\$358.80	\$299.00	\$276.00
FULL TIME - SALARY >70K - 90K 2016		10-month (20 Deductions)	11-month (24 Deductions)	12-month (26 Deductions)
Cigna - OAP10	Employee	\$117.00	\$97.50	\$90.00
	Spouse/Domestic Partner	\$322.20	\$268.50	\$247.85
	Children	\$226.80	\$189.00	\$174.46
	Family	\$645.60	\$538.00	\$496.62
	Adult Child Only	\$358.80	\$299.00	\$276.00
FULL TIME - SALARY >90K 2016		10-month (20 Deductions)	11-month (24 Deductions)	12-month (26 Deductions)
Cigna - OAP10	Employee	\$130.20	\$108.50	\$100.15
	Spouse/Domestic Partner	\$410.40	\$342.00	\$315.69
	Children	\$288.60	\$240.50	\$222.00
	Family	\$821.40	\$684.50	\$631.85
	Adult Child Only	\$358.80	\$299.00	\$276.00

**COMPARISON OF 2016 VS. 2015 MEDICAL PREMIUMS BY SALARY BAND (OAP 20)
EMPLOYEE COST PER PAY PERIOD - EFFECTIVE JANUARY 1, 2016**

FULL TIME - SALARY <= \$25K 2015		10-month (20 Deductions)	11-month (24 Deductions)	12-month (26 Deductions)
Cigna - OAP20	Employee	\$6.00	\$5.00	\$4.62
	Spouse	\$99.00	\$82.50	\$76.15
	Children	\$69.60	\$58.00	\$53.54
	Family	\$194.40	\$162.00	\$149.54
	Adult Child Only	\$322.20	\$268.50	\$247.85

FULL TIME - SALARY >25K - 40K 2015		10-month (20 Deductions)	11-month (24 Deductions)	12-month (26 Deductions)
Cigna - OAP20	Employee	\$12.00	\$10.00	\$9.23
	Spouse/Domestic Partner	\$151.20	\$126.00	\$116.31
	Children	\$111.00	\$92.50	\$85.38
	Family	\$283.80	\$236.50	\$218.31
	Adult Child Only	\$322.20	\$268.50	\$247.85

FULL TIME - SALARY > 40K - 55K 2015		10-month (20 Deductions)	11-month (24 Deductions)	12-month (26 Deductions)
Cigna - OAP20	Employee	\$18.00	\$15.00	\$13.85
	Spouse/Domestic Partner	\$247.80	\$206.50	\$190.62
	Children	\$189.60	\$158.00	\$145.85
	Family	\$416.40	\$347.00	\$320.31
	Adult Child Only	\$322.20	\$268.50	\$247.85

FULL TIME - SALARY >55K - 85K 2015		10-month (20 Deductions)	11-month (24 Deductions)	12-month (26 Deductions)
Cigna - OAP20	Employee	\$24.00	\$20.00	\$18.46
	Spouse/Domestic Partner	\$295.20	\$246.00	\$227.08
	Children	\$226.80	\$189.00	\$174.46
	Family	\$493.80	\$411.50	\$379.85
	Adult Child Only	\$322.20	\$268.50	\$247.85

FULL TIME - SALARY >85K 2015		10-month (20 Deductions)	11-month (24 Deductions)	12-month (26 Deductions)
Cigna - OAP20	Employee	\$42.00	\$35.00	\$32.31
	Spouse/Domestic Partner	\$333.60	\$278.00	\$256.62
	Children	\$255.00	\$212.50	\$196.15
	Family	\$562.80	\$469.00	\$432.92
	Adult Child Only	\$322.20	\$268.50	\$247.85

FULL TIME - SALARY <= \$35K 2016		10-month (20 Deductions)	11-month (24 Deductions)	12-month (26 Deductions)
Cigna - OAP20	Employee	\$6.00	\$5.00	\$4.62
	Spouse	\$94.80	\$79.00	\$72.92
	Children	\$67.20	\$56.00	\$51.69
	Family	\$189.60	\$158.00	\$145.85
	Adult Child Only	\$327.60	\$273.00	\$252.00

FULL TIME - SALARY >35K - 55K 2016		10-month (20 Deductions)	11-month (24 Deductions)	12-month (26 Deductions)
Cigna - OAP20	Employee	\$12.00	\$10.00	\$9.23
	Spouse/Domestic Partner	\$139.80	\$116.50	\$107.54
	Children	\$98.40	\$82.00	\$75.69
	Family	\$279.00	\$232.50	\$214.62
	Adult Child Only	\$327.60	\$273.00	\$252.00

FULL TIME - SALARY > 55K - 70K 2016		10-month (20 Deductions)	11-month (24 Deductions)	12-month (26 Deductions)
Cigna - OAP20	Employee	\$18.00	\$15.00	\$13.85
	Spouse/Domestic Partner	\$233.20	\$186.00	\$171.69
	Children	\$157.20	\$131.00	\$120.92
	Family	\$446.40	\$372.00	\$343.38
	Adult Child Only	\$327.60	\$273.00	\$252.00

FULL TIME - SALARY >70K - 90K 2016		10-month (20 Deductions)	11-month (24 Deductions)	12-month (26 Deductions)
Cigna - OAP20	Employee	\$24.00	\$20.00	\$18.46
	Spouse/Domestic Partner	\$262.20	\$218.50	\$201.69
	Children	\$184.80	\$154.00	\$142.15
	Family	\$524.40	\$437.00	\$403.38
	Adult Child Only	\$327.60	\$273.00	\$252.00

FULL TIME - SALARY >90K 2016		10-month (20 Deductions)	11-month (24 Deductions)	12-month (26 Deductions)
Cigna - OAP20	Employee	\$42.00	\$35.00	\$32.31
	Spouse/Domestic Partner	\$373.80	\$311.50	\$287.54
	Children	\$263.40	\$219.50	\$202.62
	Family	\$747.00	\$622.50	\$574.62
	Adult Child Only	\$327.60	\$273.00	\$252.00

**COMPARISON OF 2016 VS. 2015 MEDICAL PREMIUMS BY SALARY BAND (Local Plus)
EMPLOYEE COST PER PAY PERIOD - EFFECTIVE JANUARY 1, 2016**

FULL TIME - SALARY <= \$25K 2015		10-month (20 Deductions)	11-month (24 Deductions)	12-month (26 Deductions)
Local Plus	Employee	\$0.00	\$0.00	\$0.00
	Spouse	\$96.60	\$80.50	\$74.31
	Children	\$69.00	\$57.50	\$53.08
	Family	\$183.60	\$153.00	\$141.23
	Adult Child Only	\$324.60	\$270.50	\$249.69

FULL TIME - SALARY >25K - 40K 2015		10-month (20 Deductions)	11-month (24 Deductions)	12-month (26 Deductions)
Local Plus	Employee	\$0.00	\$0.00	\$0.00
	Spouse/Domestic Partner	\$143.40	\$119.50	\$110.31
	Children	\$108.00	\$90.00	\$83.08
	Family	\$259.80	\$216.50	\$199.85
	Adult Child Only	\$324.60	\$270.50	\$249.69

FULL TIME - SALARY > 40K - 55K 2015		10-month (20 Deductions)	11-month (24 Deductions)	12-month (26 Deductions)
Local Plus	Employee	\$0.00	\$0.00	\$0.00
	Spouse/Domestic Partner	\$225.00	\$187.50	\$173.08
	Children	\$175.80	\$146.50	\$135.23
	Family	\$367.20	\$306.00	\$282.46
	Adult Child Only	\$324.60	\$270.50	\$249.69

FULL TIME - SALARY >55K - 85K 2015		10-month (20 Deductions)	11-month (24 Deductions)	12-month (26 Deductions)
Local Plus	Employee	\$0.00	\$0.00	\$0.00
	Spouse/Domestic Partner	\$259.80	\$216.50	\$199.85
	Children	\$204.60	\$170.50	\$157.38
	Family	\$421.80	\$351.50	\$324.46
	Adult Child Only	\$324.60	\$270.50	\$249.69

FULL TIME - SALARY >85K 2015		10-month (20 Deductions)	11-month (24 Deductions)	12-month (26 Deductions)
Local Plus	Employee	\$0.00	\$0.00	\$0.00
	Spouse/Domestic Partner	\$295.20	\$246.00	\$227.08
	Children	\$233.40	\$194.50	\$179.54
	Family	\$475.20	\$396.00	\$365.54
	Adult Child Only	\$324.60	\$270.50	\$249.69

FULL TIME - SALARY <= \$35K 2016		10-month (20 Deductions)	11-month (24 Deductions)	12-month (26 Deductions)
Local Plus	Employee	\$0.00	\$0.00	\$0.00
	Spouse	\$94.80	\$79.00	\$72.92
	Children	\$66.60	\$55.50	\$51.23
	Family	\$189.00	\$157.50	\$145.38
	Adult Child Only	\$330.00	\$275.00	\$253.85

FULL TIME - SALARY >35K - 55K 2016		10-month (20 Deductions)	11-month (24 Deductions)	12-month (26 Deductions)
Local Plus	Employee	\$0.00	\$0.00	\$0.00
	Spouse/Domestic Partner	\$139.20	\$116.00	\$107.08
	Children	\$97.80	\$81.50	\$75.23
	Family	\$278.40	\$232.00	\$214.15
	Adult Child Only	\$330.00	\$275.00	\$253.85

FULL TIME - SALARY > 55K - 70K 2016		10-month (20 Deductions)	11-month (24 Deductions)	12-month (26 Deductions)
Local Plus	Employee	\$0.00	\$0.00	\$0.00
	Spouse/Domestic Partner	\$205.80	\$171.50	\$158.31
	Children	\$145.20	\$121.00	\$111.69
	Family	\$411.60	\$343.00	\$316.62
	Adult Child Only	\$330.00	\$275.00	\$253.85

FULL TIME - SALARY >70K - 90K 2016		10-month (20 Deductions)	11-month (24 Deductions)	12-month (26 Deductions)
Local Plus	Employee	\$0.00	\$0.00	\$0.00
	Spouse/Domestic Partner	\$261.60	\$218.00	201.23
	Children	\$184.20	\$153.50	\$141.69
	Family	\$523.20	\$436.00	\$402.46
	Adult Child Only	\$330.00	\$275.00	\$253.85

FULL TIME - SALARY >90K 2016		10-month (20 Deductions)	11-month (24 Deductions)	12-month (26 Deductions)
Local Plus	Employee	\$0.00	\$0.00	\$0.00
	Spouse/Domestic Partner	\$317.40	\$264.50	\$244.15
	Children	\$223.20	\$186.00	\$171.69
	Family	\$634.20	\$528.50	\$487.85
	Adult Child Only	\$330.00	\$275.00	\$253.85