

TENTATIVE AGREEMENT
2017-2018 ADDENDUM TO THE

DCSMEC

CONTRACT

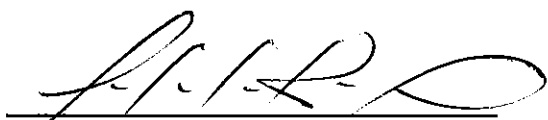
between

MIAMI-DADE COUNTY PUBLIC SCHOOLS

and

DADE COUNTY SCHOOL MAINTENANCE
EMPLOYEE COMMITTEE

Effective July 1, 2015 through June 30, 2018



Mr. Luis O. Martinez
Executive Director
Office of Labor Relations



Mr. Rolando Sardiñas
Business Representative
Chief Negotiator
Dade County School Maintenance
Employee Committee

11-21-17

Date

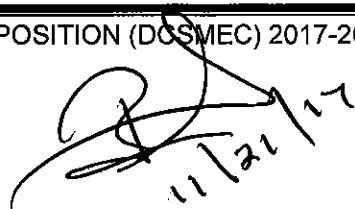
ARTICLE XVIII -- RATIFICATION AND FINAL DISPOSITION

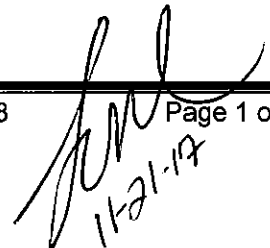
- A. This Contract shall not be binding upon the parties until:
1. Such contract has been submitted to the employees of the bargaining unit and has been approved by a majority of those employees voting; and,
 2. Such contract has been submitted to and ratified by the employer at a regularly-scheduled public meeting.
- B. In the event that the Florida Public Employees Relations Commission withdraws, suspends or revokes, or otherwise terminates certification of the DCSMEC as the bargaining agent for the employees within the defined unit, this Contract shall be null and void.
- C. In the event any administrative directive and the terms of the agreement are in conflict, the terms of this Agreement shall prevail.
- D. The terms of this Contract provide:

The terms and conditions of employment, effective July 1, 2015, shall continue until midnight, June 30, 2018.

By service of written notice on the other party, prior to April 1, the wage, health insurance provisions, and two articles/appendices shall be reopened for each subsequent year.

- E. In the event that the percentage increase/decrease of funding per weighted FTE student provided by the Florida Legislature within the Florida Education Finance Program (FEFP) or the equivalent in discretionary funds or spending flexibility plus discretionary local operating millage and discretionary lottery funds in its Appropriations Act for 2017-2018 or 2018-2019 is inadequate to fund the economic provisions of this Agreement for the 2017-2018 or 2018-2019 fiscal years, DCSMEC agrees to renegotiate the economic provisions of this Agreement for the applicable fiscal year, if requested by the School Board. During such negotiations, unit employees would continue to be governed by the current economic agreement. These provisions are not subject to the grievance/arbitration procedure or to litigation in any court or tribunal.


11/21/17


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This Contract shall continue in full force and effect until midnight, June 30, 2018.

DATED at Miami, Florida, this _____ day of _____, 2017.

**THE SCHOOL BOARD OF
MIAMI-DADE COUNTY, FLORIDA**

**DADE COUNTY SCHOOL
MAINTENANCE EMPLOYEE
COMMITTEE**

Ms. Perla Tabares Hantman Date
Chair

Mr. Luis Pla Date
President

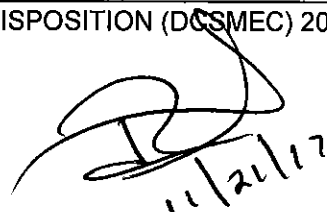
Dr. Martin Karp Date
Vice Chair

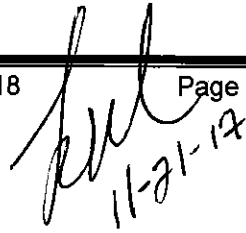
Mr. Rolando Sardiñas Date
Business Representative/
Chief Negotiator

Mr. Alberto M. Carvalho Date
Superintendent of Schools

**APPROVED AS TO FORM AND LEGAL
SUFFICIENCY**

Mr. Walter J. Harvey Date
School Board Attorney

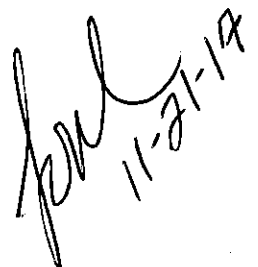
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MDCPS PROPOSAL #1d
DCSMEC
ARTICLE XIII -- SALARY
SALARY PROPOSAL

All employees on H0, H1 and H2 salary schedules will be improved by 2.0% effective July 1, 2017.


11/21/17


11-21-17

**M-DCPS Proposal #2
(DCSMEC, 2017)**

ARTICLE XV – INSURANCE AND OTHER BENEFITS

Health Insurance and Flexible Benefits Coverage


~~1. Benefits will be provided to all eligible full-time employees, consisting of health coverage and a variety of selections from the flexible benefits offerings. The School Board will negotiate annually a Memorandum of Understanding (MOU) to include plan design and a maximum sum that it will pay toward the combined offerings.~~

1. Health insurance benefits will be provided to all eligible full-time employees. The School Board will negotiate annually with DCSMEC to determine plan design and employer contribution levels.

The specific terms of the annual health insurance plan are outlined in the Memorandum of Understanding (MOU) executed by the parties, and said MOU is incorporated herein and made a part of this collective bargaining agreement and is subject to the grievance/arbitration procedures as defined in Article VII of this collective bargaining agreement. The annual health insurance plan is subject to change in future calendar years, after the parties engage in negotiations pursuant to Chapter 447, Florida Statutes and Article XV of this collective bargaining agreement.

2. Coverages for health and flexible benefits for full-time employees as well as their dependents begins as outlined within the MOU, the first day of employment. Coverage for flexible benefits begins the first of the month following the date of hire. Coverage of dependents is effective the first of the month following the first payroll deduction. Coverage for all such employees and covered dependents will expire on the last day of the last month of employment. Ten month employees who terminate or retire on the last day of school in June (and their covered dependents) will be carried forward until August 31 of the same year. Coverage for dependents must be continued until the end of the calendar year, unless a family status change occurs pursuant to Internal Revenue Service rules.
3. Eligible retirees may select any health plan offered to active full-time employees at rates no greater than those charged to active employees. Premiums for retirees and their dependents are paid by the retiree. Claims experience for retirees will be commingled with active employee and dependent claims for purposes or rate-setting.


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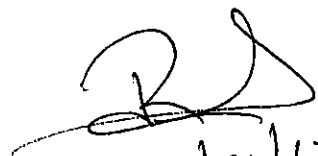

**M-DCPS COUNTER PROPOSAL #3
TO DCSMEC PROPOSAL 3**

2017-2018 DCSMEC NEGOTIATION PROPOSAL

Article XV

H. Other Benefits

For trades that require Continuing Education Units to renew their licenses, the District will provide CEU Safety training on an annual basis.


11/21/17 
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**M-DCPS COUNTER PROPOSAL #4
TO DCSMEC PROPOSAL 2**

2017-2018 DCSMEC NEGOTIATION PROPOSAL

Article XII, Section 11. Vacation Accrual – Annual Leave

B. Accrual Provisions

5. Responsible supervisors should make every effort to insure that earned annual leave is used on a current yearly basis in order to provide employees with vacation and proper rest and relaxation. If the employee has not used annual leave on a current basis, the employee may accrue a maximum of ~~60~~ 61.5 days of annual leave effective July 1, 2017. Any employee who accrues the maximum of ~~60~~ 61.5 days of annual leave shall discontinue to accrue additional annual leave credits as of the end of the month during which the maximum is reached. All accrued vacation shall be paid pursuant to Florida law to the employee for early or normal retirement, or resignation, or to his/her beneficiaries, if services are terminated by death.


11/21/17


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**DCSMEC Counter Proposal # 1a
Counter to MDCPS Proposal # 5**

(DCSMEC 2017-2018 Contract Reopener)

ARTICLE IX (cont.)

Section 19. Employee Safety

Employees are to be provided a safe workplace and be furnished with safety devices, protective clothing, and such safeguards as are necessary to reduce or eliminate accidents and injuries. Managers/supervisors are to do everything reasonably necessary to protect the life, health, and safety of each employee. Employees will follow safe practices and operating methods on all jobs assigned. Employees shall be required to wear the safety devices, protective clothing, or equipment designated by management for employee protection. Safety devices and equipment, when required, will be provided by the Board. Refusal or failure of an employee to use or wear such devices or equipment or failure to follow safe practice and operating methods shall be grounds for appropriate disciplinary action, including dismissal.

Employees who are scheduled to report at 7:00 a.m., and who, at the request of Facilities Operations, Maintenance administration, extend their regular work shift uninterrupted in response to an emergency condition beyond 1:00 a.m., may request in advance late arrival up to two three hours after their scheduled start time the following consecutive regularly scheduled work day. Approval shall not be arbitrarily withheld. Should the employee prefer a half day or full day absence, the employee may use their accrued leave time. This provision does not apply to scheduled overtime work on the next day.

Each maintenance satellite center will establish and maintain a resource library of South Florida, National, and SREF safety code books for use by employees.

It is further the intent of M-DCPS to comply with the applicable provisions of the Occupational Safety and Health Act, 6A-2 Regulations, and the District Safety Inspection and Construction Safety Programs.

Handwritten signatures and dates. The first signature is dated 11/21/17. The second signature is dated 11/21/17.

MDCPS Proposal 6

(DCSMEC 2017-2018 Contract Reopener)

APPENDIX B (cont.)

Section 5. Any necessary tools or equipment, not on an approved hand tool list, shall be designated as "shop tools", and shall be furnished by the Board. Such tools shall remain the property of the Board. In general, the term "shop tools" shall designate power-driven equipment, hand tools of a size not normally carried in a portable tool box, and meters, gauges and similar test equipment. This definition shall be subject to interpretation by comparison with existing tool lists, the customs of the trade and negotiation when required.

Section 6. The Board shall continue to provide current levels of security for storage of tools and tool boxes in Board facilities during off-duty time. In the event of the theft of tools from proper storage, the employee shall file a loss claim with the Board's Office of Risk and Benefits Management or assigned carrier. Awards, settlements, and other decisions affecting the claim will be governed by the terms of the agreements or policies then in force. The employee shall be responsible for replacement of any items stolen during the normal workday when the employee is on duty (such times, for the purpose of this Section, shall include meal and other break times), or at any time, as a result of personal negligence.

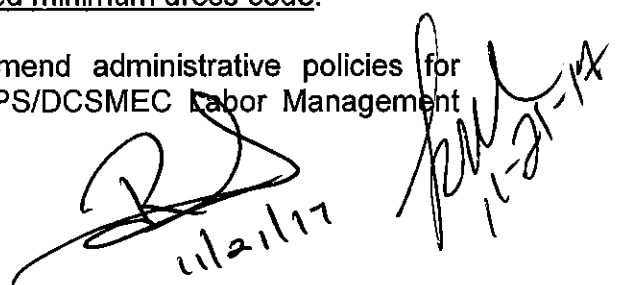
Section 7. Employees shall be entitled to remove any of their personally-owned tools (including those that become their property due to the operation of this Agreement) from their work site for off-duty use, subject to regulations detailing the method of such physical removal and other provisions of this Agreement. A full set of tools, as listed, must be available for use on any regular workday or for use on any authorized overtime. Such availability shall be subject to Board verification upon demand, and subject to disciplinary action in accordance with Article XI, if not maintained. If any employee chooses to add tools to those required, they must be itemized on the employee's official inventory on file at the work location with an appropriate valuation for personal insurance claims only. Loss claims for any such tools not properly listed will be contested.

Implementation of this recommendation was agreed to in Appendix B, Section 8(b), Agreement Between M-DCPS and DCSMEC, dated November 7, 1979.

Section 8. The parties agree to the tool allowance provisions contained in Appendix B. The annual payment of an allowance for the upkeep and replacement of hand tools will be calculated, based upon agreed values (November 7, 1979, Agreement) increased by the percentage increase in the hand tools category #1042 of the U.S. Department of Labor, Bureau of Labor Statistics, for the month of July of that year.

Section 9. A uniform allowance of \$175 (effective October 14, 2015) per year will be paid to Office of School Facilities personnel, in accordance with the Office of School Facilities administrative procedures. Employees assigned to Information Technology Services who are required to wear uniform shirts will have the cost of such items (not to exceed \$175) paid by the Board. All personnel shall be required to wear identification badges, including the employee's name and a current picture, prepared and provided by the Board, in accordance with such policy. The use of shorts will not be considered appropriate attire and will not meet the uniform standards, or the required minimum dress code.


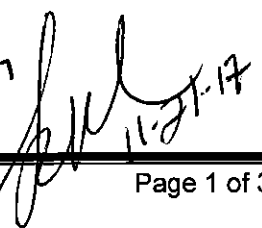
The parties agree to continue to develop and recommend administrative policies for wearing of prescribed uniforms, through the joint M-DCPS/DCSMEC Labor Management Committee, ~~no later than December 15, 2015.~~

Handwritten signatures and dates: 11/21/17 and 11-21-17.

**MEMORANDUM OF UNDERSTANDING
2018 HEALTH INSURANCE PLAN**

Pursuant to Article XV, Section A of the Labor Contract between Miami-Dade County Public Schools (M-DCPS) and the Dade County School Maintenance Employee Committee (DCSMEC), the parties have met through a number of collective bargaining sessions and have agreed to the health insurance plan contained in this Memorandum of Understanding (MOU) and as outlined in the attached 2018 Plan Design which includes Healthcare monthly premiums, contributions and subsidies and 2018 plan design changes effective January 1, 2018. This MOU addresses health insurance plan design, including levels of benefits and employer contribution levels.

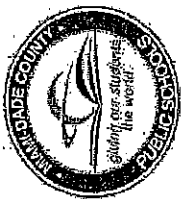
1. M-DCPS and DCSMEC agree to the attached 2018 Healthcare Monthly Premium Equivalents, Contributions and Subsidies for calendar year 2018.
2. For Calendar Year 2018 there will be no changes to employee cost share, and dependent premium to the Cigna LocalPlus Plan, Cigna OAP 20 & Cigna OAP 10 for employees hired prior to January 1, 2018.
3. M-DCPS and DCSMEC agree that the plan designs for both the Cigna LocalPlus and OAP 20 plans will remain the same with the exception of the following enhancements:
 - Reduce Urgent Care Center Co-pay by \$15.00
 - Reduce Seven Classes of Generic Drug Co-pay to \$0.00
 - Reduce Physical, Speech and Occupational Therapy Co-pay by \$15
4. For Calendar Year 2018, following a 90-calendar day waiting period new hires will be eligible for healthcare, life insurance and short term disability. Coverage for new employees, health, life and short term disability would be effective on the 91st day. Additionally, employee-paid benefits will be effective the first of the month following the first payroll deduction.
5. New hires will continue to be enrolled in the Cigna LocalPlus Plan from benefits effective date through the end of the calendar year and may be able to enroll in a plan of their choice, other than Cigna OAP 10, in the following plan year after satisfying 12 months of continuous employment in a benefits-eligible position.
6. For Calendar Year 2018, the "Spousal Surcharge", will apply if an employee's spouse/domestic partner has coverage available from their own employer and enrolls in a M-DCPS Health Plan. If so, an additional annual surcharge of \$500 will be charged to the employee and deductions will be taken on a per pay basis.


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7. M-DCPS and DCSMEC agree that for the 2018 benefit year, the agreed upon salary band platform will remain in place with the Benefits Salary defined for employees on the HO, H1, & H2 Salary Schedules. The Benefit Salary will be updated every October to meet current salary levels and will be determined for all employees annually on June 30 of each year. The Benefit Salary determines the employee and dependent healthcare premium contribution, as well as life insurance and disability payment levels. Prospectively, the salary band levels will be reviewed for indexing on a cycle of a three-year term, based upon an average of most recently published Consumer Price Index, All Urban Consumers (CPI-U), for the previous three-year period percentage change (December – December).
8. Beginning Calendar Year 2018, there will be new rates for dependent subsidies for employees hired in a benefits eligible position on or after January 1, 2018 as set forth in the attached New Employee Subsidy Table.
9. M-DCPS and DCSMEC agree that in keeping with healthcare wellness initiatives, benefit eligible employees will be encouraged to register on www.mycigna.com. Additionally, benefit eligible employees will be encouraged to have an annual physical (preventative) at a physician of their choice and have biometric screenings (blood work) performed in order to complete the online Health Risk Assessment (HRA).
10. M-DCPS and DCSMEC agree that M-DCPS shall continue to maintain its current "opt out" feature at \$100.00 per month, based upon evidence of other group healthcare coverage.
11. M-DCPS and DCSMEC agree to continue providing a debit card for use with the medical flexible spending account (FSA) at no charge to the employee. The maximum amount, which can be put into the FSA is currently \$2,650 per calendar year and is determined annually by the Internal Revenue Service (IRS).
12. Employees who choose dependent coverage will enroll eligible dependents in the healthcare selection in which the employee is enrolled and provide all required documentation for their dependents. Failure to submit required documentation will result in termination of dependent coverage.
13. Employees will continue to be eligible for Group Term Life Insurance and Flexible Benefits as approved by the School Board on October 11, 2017 in Agenda Item E-67.
14. M-DCPS will continue its use of Health Care Blue Book (HCBB) as the Transparency Tool application approved by the School Board at its meeting of July 15, 2015, Agenda Item E-66. M-DCPS and DCSMEC will continue to work through the Healthcare Sub-Committee to identify ways to educate employees on use of the HCBB tool in order to maximize the use of the tool to incentivize employees towards the "Green" providers as those with the best quality and lowest facility costs.



Handwritten signatures and dates: 11/21/17, 11/21/17



MIAMI-DADE COUNTY PUBLIC SCHOOLS 2018 Medical Plan Designs

Benefits	TRIPLE OPTION					
	OAP20		OAP10		Local Plus	
	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network
Deductible (Individual/Family)	\$750/\$1,500	\$1,500/\$3,000	\$1,000/\$2,000	\$2,000/\$4,000	\$750/\$1,500	\$1,500/\$3,000
Out of Pocket Max (Ind/Fam) (incl ded. & copay)	\$4,000/\$8,000	\$8,000/\$16,000	\$4,500/\$9,000	\$9,000/\$18,000	\$4,000/\$8,000	\$8,000/\$16,000
Coinsurance Max	30%	50%	20%	50%	30%	50%
Office Visits						
Primary Care Physician	\$30	50%	\$35	50%	\$20	50%
CCN Specialist	\$50	50%	\$55	50%	\$50	50%
Non-CCN Specialist	\$70	50%	\$75	50%		
Physician, Speech & Occupational Therapies	\$35	50%	\$55	50%	\$35	50%
Convenience Care Centers	\$15	50%	\$15	50%	\$10	50%
Urgent Care	\$55	\$55	\$70	\$70	\$55	\$55
Emergency Room	\$350/\$175	\$350/\$175	\$350/\$175	\$350/\$175	\$300/\$150	\$300/\$150
Prescription Drug Benefits						
Prescription Drug Deductible (Ind/Fam)						
Retail Drug Network						
Generic	\$15		\$20		\$15	
Brand	\$50		\$55		\$40	
Non-Preferred Brand	You pay 50% (\$110 min/\$165 max)		You pay 50% (\$110 min/\$165 max)		You pay 50% (\$100 min/\$150 max)	
Mail Order Prescription (90-day supply)						
Generic Seven Drug Classes ¹	\$0		\$20		\$0	
Generic	\$30		\$50		\$30	
Brand	\$125		\$138		\$80	
Non-Preferred Brand	You pay 50% (\$275 min/\$413 max)		You pay 50% (\$275 min/\$413 max)		You pay 50% (\$200 min/\$300 max)	

¹ 90-Day supply on Seven Drug Classes related to the following conditions: Asthma, Blood Pressure, Blood Thinner, Cholesterol, Diabetes, Osteoporosis, Prenatal Vitamins



MIAMI-DADE COUNTY PUBLIC SCHOOLS
Proposed Healthcare Monthly Premium Equivalents, Contributions and Subsidies

Effective 1/1/2018

2018 Premium Rates for Employees Hired On and After 1/1/2018

EMPLOYEE SALARY BANDS	2018 Rates				2018 Rates				2018 Rates			
	MONTHLY PREMIUM	BOARD PAYS	EMPLOYEE PAYS	MONTHLY PREMIUM	BOARD PAYS	EMPLOYEE PAYS	MONTHLY PREMIUM	BOARD PAYS	EMPLOYEE PAYS	MONTHLY PREMIUM	BOARD PAYS	EMPLOYEE PAYS
Salary Bands 1 (Under \$35K)												
Employee Only	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
EE + SP/DP	\$1,826	\$1,889	\$637	\$1,734	\$1,309	\$425	\$1,734	\$1,309	\$425	\$1,734	\$1,309	\$425
EE + CH	\$1,509	\$1,023	\$486	\$1,433	\$1,130	\$303	\$1,433	\$1,130	\$303	\$1,433	\$1,130	\$303
EE + Family	\$2,897	\$1,750	\$1,148	\$2,750	\$1,909	\$841	\$2,750	\$1,909	\$841	\$2,750	\$1,909	\$841
Spouse/Domestic Partner Surcharge	\$41.67	\$0	\$41.67	\$41.67	\$0.00	\$41.67	\$41.67	\$0.00	\$41.67	\$41.67	\$0.00	\$41.67
Salary Bands 2 (Over \$35K to \$54K)												
Employee Only	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
EE + SP/DP	\$1,826	\$1,976	\$150	\$1,734	\$1,246	\$488	\$1,734	\$1,246	\$488	\$1,734	\$1,246	\$488
EE + CH	\$1,509	\$932	\$577	\$1,433	\$1,084	\$349	\$1,433	\$1,084	\$349	\$1,433	\$1,084	\$349
EE + Family	\$2,897	\$1,563	\$1,334	\$2,750	\$1,795	\$955	\$2,750	\$1,795	\$955	\$2,750	\$1,795	\$955
Spouse/Domestic Partner Surcharge	\$41.67	\$0	\$41.67	\$41.67	\$0.00	\$41.67	\$41.67	\$0.00	\$41.67	\$41.67	\$0.00	\$41.67
Salary Bands 3 (Over \$55K to \$69K)												
Employee Only	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
EE + SP/DP	\$1,826	\$1,976	\$150	\$1,734	\$1,139	\$595	\$1,734	\$1,139	\$595	\$1,734	\$1,139	\$595
EE + CH	\$1,509	\$857	\$652	\$1,433	\$1,005	\$428	\$1,433	\$1,005	\$428	\$1,433	\$1,005	\$428
EE + Family	\$2,897	\$1,391	\$1,506	\$2,750	\$1,590	\$1,160	\$2,750	\$1,590	\$1,160	\$2,750	\$1,590	\$1,160
Spouse/Domestic Partner Surcharge	\$41.67	\$0	\$41.67	\$41.67	\$0.00	\$41.67	\$41.67	\$0.00	\$41.67	\$41.67	\$0.00	\$41.67
Salary Bands 4 (Over \$70K to \$89K)												
Employee Only	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
EE + SP/DP	\$1,826	\$1,976	\$150	\$1,734	\$1,083	\$651	\$1,734	\$1,083	\$651	\$1,734	\$1,083	\$651
EE + CH	\$1,509	\$781	\$728	\$1,433	\$963	\$470	\$1,433	\$963	\$470	\$1,433	\$963	\$470
EE + Family	\$2,897	\$1,238	\$1,659	\$2,750	\$1,489	\$1,261	\$2,750	\$1,489	\$1,261	\$2,750	\$1,489	\$1,261
Spouse/Domestic Partner Surcharge	\$41.67	\$0	\$41.67	\$41.67	\$0.00	\$41.67	\$41.67	\$0.00	\$41.67	\$41.67	\$0.00	\$41.67
Salary Bands 5 (Over \$90K)												
Employee Only	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
EE + SP/DP	\$1,826	\$1,976	\$150	\$1,734	\$923	\$811	\$1,734	\$923	\$811	\$1,734	\$923	\$811
EE + CH	\$1,509	\$677	\$832	\$1,433	\$841	\$592	\$1,433	\$841	\$592	\$1,433	\$841	\$592
EE + Family	\$2,897	\$969	\$2,928	\$2,750	\$1,199	\$1,551	\$2,750	\$1,199	\$1,551	\$2,750	\$1,199	\$1,551
Spouse/Domestic Partner Surcharge	\$41.67	\$0	\$41.67	\$41.67	\$0.00	\$41.67	\$41.67	\$0.00	\$41.67	\$41.67	\$0.00	\$41.67

OAP 10 OAP 20 Local Plus
2018 Adult/dependent Rate \$643 \$610 \$609

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2018 Premium Rates for Employees Hired On or After 1/1/2018



MIAMI-DADE COUNTY PUBLIC SCHOOLS
Proposed Healthcare Monthly Premium Equivalents, Contributions and Subsidies

Effective 1/1/2018

2018 Premium Rates for Employees Hired Before 1/1/2018

EMPLOYEE SALARY BANDS	2018 Rates											
	OAP 10				OAP 20				LOCAL PLUS			
	MONTHLY PREMIUM	BOARD PAYS	EMPLOYEE PAYS	MONTHLY PREMIUM	BOARD PAYS	EMPLOYEE PAYS	MONTHLY PREMIUM	BOARD PAYS	EMPLOYEE PAYS	MONTHLY PREMIUM	BOARD PAYS	EMPLOYEE PAYS
Salary Bands 1 (Under \$35K)												
Employee Only	\$757	\$628	\$129	\$718	\$708	\$10	\$718	\$717	\$0	\$717	\$717	\$0
EE + SP/DP	\$1,826	\$1,740	\$86	\$1,734	\$1,566	\$168	\$1,734	\$1,574	\$158	\$1,574	\$1,574	\$158
EE + CH	\$1,509	\$1,452	\$57	\$1,433	\$1,311	\$122	\$1,433	\$1,320	\$111	\$1,320	\$1,320	\$111
EE + Family	\$2,897	\$2,733	\$164	\$2,750	\$2,424	\$326	\$2,750	\$2,451	\$315	\$2,451	\$2,451	\$315
Spouse/Domestic Partner Surcharge	\$4167	\$0.00	\$4167	\$4167	\$0.00	\$4167	\$4167	\$0.00	\$4167	\$4167	\$0.00	\$4167
Salary Bands 2 (Over \$35K to \$54K)												
Employee Only	\$757	\$590	\$167	\$718	\$688	\$20	\$718	\$717	\$0	\$717	\$717	\$0
EE + SP/DP	\$1,826	\$1,734	\$92	\$1,734	\$1,481	\$253	\$1,734	\$1,500	\$232	\$1,500	\$1,500	\$232
EE + CH	\$1,509	\$1,409	\$99	\$1,433	\$1,249	\$184	\$1,433	\$1,268	\$163	\$1,268	\$1,268	\$163
EE + Family	\$2,897	\$2,733	\$164	\$2,750	\$2,265	\$485	\$2,750	\$2,283	\$464	\$2,283	\$2,283	\$464
Spouse/Domestic Partner Surcharge	\$4167	\$0.00	\$4167	\$4167	\$0.00	\$4167	\$4167	\$0.00	\$4167	\$4167	\$0.00	\$4167
Salary Bands 3 (Over \$55K to \$69K)												
Employee Only	\$857	\$667	\$190	\$718	\$688	\$30	\$718	\$717	\$0	\$717	\$717	\$0
EE + SP/DP	\$1,826	\$1,734	\$92	\$1,734	\$1,332	\$402	\$1,734	\$1,389	\$343	\$1,389	\$1,389	\$343
EE + CH	\$1,509	\$1,381	\$128	\$1,433	\$1,141	\$292	\$1,433	\$1,189	\$242	\$1,189	\$1,189	\$242
EE + Family	\$2,897	\$2,733	\$164	\$2,750	\$1,976	\$774	\$2,750	\$2,069	\$686	\$2,069	\$2,069	\$686
Spouse/Domestic Partner Surcharge	\$4167	\$0.00	\$4167	\$4167	\$0.00	\$4167	\$4167	\$0.00	\$4167	\$4167	\$0.00	\$4167
Salary Bands 4 (Over \$70K to \$89K)												
Employee Only	\$857	\$644	\$213	\$718	\$678	\$40	\$718	\$717	\$0	\$717	\$717	\$0
EE + SP/DP	\$1,826	\$1,725	\$101	\$1,734	\$1,257	\$477	\$1,734	\$1,296	\$376	\$1,296	\$1,296	\$376
EE + CH	\$1,509	\$1,383	\$126	\$1,433	\$1,085	\$348	\$1,433	\$1,171	\$261	\$1,171	\$1,171	\$261
EE + Family	\$2,897	\$2,733	\$164	\$2,750	\$1,836	\$914	\$2,750	\$1,874	\$872	\$1,874	\$1,874	\$872
Spouse/Domestic Partner Surcharge	\$4167	\$0.00	\$4167	\$4167	\$0.00	\$4167	\$4167	\$0.00	\$4167	\$4167	\$0.00	\$4167
Salary Bands 5 (Over \$90K)												
Employee Only	\$857	\$620	\$237	\$718	\$648	\$70	\$718	\$717	\$0	\$717	\$717	\$0
EE + SP/DP	\$1,826	\$1,730	\$96	\$1,734	\$1,041	\$693	\$1,734	\$1,103	\$570	\$1,103	\$1,103	\$570
EE + CH	\$1,509	\$1,405	\$104	\$1,433	\$924	\$509	\$1,433	\$1,059	\$372	\$1,059	\$1,059	\$372
EE + Family	\$2,897	\$2,733	\$164	\$2,750	\$1,435	\$1,315	\$2,750	\$1,689	\$1,057	\$1,689	\$1,689	\$1,057
Spouse/Domestic Partner Surcharge	\$4167	\$0.00	\$4167	\$4167	\$0.00	\$4167	\$4167	\$0.00	\$4167	\$4167	\$0.00	\$4167

2018 Adult dependent Rate: OAP 10: \$643, OAP 20: \$610, Local Plus: \$609

11/21/17
 11/21/17