

Employee Premium Share Contribution Chart Instructions

The Year 1 Premium Share Contribution Chart was developed for employees who were on the payroll prior to June 28, 2011. This Chart is designed to help employees determine how much they will pay for combined or separate medical/prescription drug coverage.

The new premium share rate changes begin in the October 14, 2011 paycheck. These employees will increase their contribution rates over a four year period. The rate is calculated on each employee's base salary and coverage tier. HR Benefits Services has produced a chart for the 1st Year of the phase-in. Please refer to the following steps to determine your premium share rate contribution. The Phase-in is staggered for bargaining unit staff based on union contract status.

Steps

- I. Select the appropriate chart for your insurance plan coverage

- II. Find your salary in the salary band column to determine your cost for Year 1.

- III. Compare your current 1.5% biweekly contribution to the new biweekly premium share percentage amount calculated for Year 1. (i.e. you will pay the greater amount of the two.

If 1.5% is greater, you will continue to pay this amount until your percentage of premium contributions exceeds 1.5% of your salary).

New Hires

We have also attached a Year 4 Premium Share full contribution chart for those employees who will be required to pay 100% of the premium beginning October 14, 2011. Employees hired on or after June 28, 2011 should refer the New Hire section of the [State Pension and Health Benefits Reform Summary](#) for details.