

**Early Retiree Medical Premium costs for the CalPERS 'Bay Area' region for 2024**

**By Bargaining Unit FOR EMPLOYEES HIRED BEFORE 07/01/2003**

| SUSU, CSEA 821, CSEA 318, Board Members, Operating Engineers, & Police |                |                                  |                    |              | STA, USA, Management, Confidential * |                |                                  |                    |              | Retired on or after Feb 1, 2017<br>SPPA, USA **** |                |                                  |                    |              |
|------------------------------------------------------------------------|----------------|----------------------------------|--------------------|--------------|--------------------------------------|----------------|----------------------------------|--------------------|--------------|---------------------------------------------------|----------------|----------------------------------|--------------------|--------------|
| Tier                                                                   | Plan / Premium | SUSD Reimbursement to Retiree.** | Employer Share *** | Retiree Cost | Tier                                 | Plan / Premium | SUSD Reimbursement to Retiree.** | Employer Share *** | Retiree Cost | Tier                                              | Plan / Premium | SUSD Reimbursement to Retiree.** | Employer Share *** | Retiree Cost |
| <b>Blue Shield Access +</b>                                            |                |                                  |                    |              | <b>Blue Shield Access +</b>          |                |                                  |                    |              | <b>Blue Shield Access +</b>                       |                |                                  |                    |              |
| Single                                                                 | \$1,076.84     | \$ 689.48                        | \$ 117.75          | \$269.61     | Single                               | \$1,076.84     | \$ 689.48                        | \$ 117.75          | \$269.61     | Single                                            | \$1,076.84     | \$ 689.48                        | \$ 117.75          | \$269.61     |
| Plus 1                                                                 | \$2,153.68     | \$ 689.48                        | \$ 117.75          | \$1,346.45   | Plus 1                               | \$2,153.68     | \$ 1,496.71                      | \$ 117.75          | \$539.22     | Plus 1                                            | \$2,153.68     | \$ 1,496.71                      | \$ 117.75          | \$539.22     |
| Family                                                                 | \$2,799.78     | \$ 689.48                        | \$ 117.75          | \$1,992.55   | Family                               | \$2,799.78     | \$ 1,981.05                      | \$ 117.75          | \$700.99     | Family                                            | \$2,799.78     | \$ 1,496.71                      | \$ 117.75          | \$1,185.32   |
| <b>Blue Shield EPO</b>                                                 |                |                                  |                    |              | <b>Blue Shield EPO</b>               |                |                                  |                    |              | <b>Blue Shield EPO</b>                            |                |                                  |                    |              |
| Single                                                                 | \$1,076.84     | \$ 689.48                        | \$ 117.75          | \$269.61     | Single                               | \$1,076.84     | \$ 689.48                        | \$ 117.75          | \$269.61     | Single                                            | \$1,076.84     | \$ 689.48                        | \$ 117.75          | \$269.61     |
| Plus 1                                                                 | \$2,153.68     | \$ 689.48                        | \$ 117.75          | \$1,346.45   | Plus 1                               | \$2,153.68     | \$ 1,496.71                      | \$ 117.75          | \$539.22     | Plus 1                                            | \$2,153.68     | \$ 1,496.71                      | \$ 117.75          | \$539.22     |
| Family                                                                 | \$2,799.78     | \$ 689.48                        | \$ 117.75          | \$1,992.55   | Family                               | \$2,799.78     | \$ 1,981.05                      | \$ 117.75          | \$700.99     | Family                                            | \$2,799.78     | \$ 1,496.71                      | \$ 117.75          | \$1,185.32   |
| <b>Blue Shield Trio</b>                                                |                |                                  |                    |              | <b>Blue Shield Trio</b>              |                |                                  |                    |              | <b>Blue Shield Trio</b>                           |                |                                  |                    |              |
| Single                                                                 | \$946.84       | \$ 689.48                        | \$ 117.75          | \$139.61     | Single                               | \$946.84       | \$ 689.48                        | \$ 117.75          | \$139.61     | Single                                            | \$946.84       | \$ 689.48                        | \$ 117.75          | \$139.61     |
| Plus 1                                                                 | \$1,893.68     | \$ 689.48                        | \$ 117.75          | \$1,026.45   | Plus 1                               | \$1,893.68     | \$ 1,496.71                      | \$ 117.75          | \$279.22     | Plus 1                                            | \$1,893.68     | \$ 1,496.71                      | \$ 117.75          | \$279.22     |
| Family                                                                 | \$2,461.78     | \$ 689.48                        | \$ 117.75          | \$1,654.55   | Family                               | \$2,461.78     | \$ 1,981.05                      | \$ 117.75          | \$362.99     | Family                                            | \$2,461.78     | \$ 1,496.71                      | \$ 117.75          | \$847.32     |
| <b>Kaiser CA</b>                                                       |                |                                  |                    |              | <b>Kaiser CA</b>                     |                |                                  |                    |              | <b>Kaiser CA</b>                                  |                |                                  |                    |              |
| Single                                                                 | \$1,021.41     | \$ 689.48                        | \$ 117.75          | \$214.18     | Single                               | \$1,021.41     | \$ 689.48                        | \$ 117.75          | \$214.18     | Single                                            | \$1,021.41     | \$ 689.48                        | \$ 117.75          | \$214.18     |
| Plus 1                                                                 | \$2,042.82     | \$ 689.48                        | \$ 117.75          | \$1,235.59   | Plus 1                               | \$2,042.82     | \$ 1,496.71                      | \$ 117.75          | \$428.36     | Plus 1                                            | \$2,042.82     | \$ 1,496.71                      | \$ 117.75          | \$428.36     |
| Family                                                                 | \$2,655.67     | \$ 689.48                        | \$ 117.75          | \$1,848.44   | Family                               | \$2,655.67     | \$ 1,981.05                      | \$ 117.75          | \$556.87     | Family                                            | \$2,655.67     | \$ 1,496.71                      | \$ 117.75          | \$1,041.21   |
| <b>PORAC - Police Only</b>                                             |                |                                  |                    |              | <b>PORAC-Police Only</b>             |                |                                  |                    |              | <b>PORAC-Police Only</b>                          |                |                                  |                    |              |
| Single                                                                 | \$931.00       | \$ 689.48                        | \$ 117.75          | \$123.77     | Single                               | \$931.00       | \$ 689.48                        | \$ 117.75          | \$123.77     | Single                                            | \$931.00       | \$ 689.48                        | \$ 117.75          | \$123.77     |
| Plus 1                                                                 | \$2,117.00     | \$ 689.48                        | \$ 117.75          | \$1,309.77   | Plus 1                               | \$2,117.00     | \$ 1,496.71                      | \$ 117.75          | \$502.54     | Plus 1                                            | \$2,117.00     | \$ 1,496.71                      | \$ 117.75          | \$502.54     |
| Family                                                                 | \$2,651.00     | \$ 689.48                        | \$ 117.75          | \$1,843.77   | Family                               | \$2,651.00     | \$ 1,981.05                      | \$ 117.75          | \$552.20     | Family                                            | \$2,651.00     | \$ 1,496.71                      | \$ 117.75          | \$1,036.54   |
| <b>PERS Gold</b>                                                       |                |                                  |                    |              | <b>PERS Gold</b>                     |                |                                  |                    |              | <b>PERS Gold</b>                                  |                |                                  |                    |              |
| Single                                                                 | \$914.82       | \$ 689.48                        | \$ 117.75          | \$107.59     | Single                               | \$914.82       | \$ 689.48                        | \$ 117.75          | \$107.59     | Single                                            | \$914.82       | \$ 689.48                        | \$ 117.75          | \$107.59     |
| Plus 1                                                                 | \$1,829.64     | \$ 689.48                        | \$ 117.75          | \$1,022.41   | Plus 1                               | \$1,829.64     | \$ 1,496.71                      | \$ 117.75          | \$215.18     | Plus 1                                            | \$1,829.64     | \$ 1,496.71                      | \$ 117.75          | \$215.18     |
| Family                                                                 | \$2,378.53     | \$ 689.48                        | \$ 117.75          | \$1,571.30   | Family                               | \$2,378.53     | \$ 1,981.05                      | \$ 117.75          | \$279.73     | Family                                            | \$2,378.53     | \$ 1,496.71                      | \$ 117.75          | \$764.07     |
| <b>PERS Platinum</b>                                                   |                |                                  |                    |              | <b>PERS Platinum</b>                 |                |                                  |                    |              | <b>PERS Platinum</b>                              |                |                                  |                    |              |
| Single                                                                 | \$1,314.27     | \$ 689.48                        | \$ 117.75          | \$507.04     | Single                               | \$1,314.27     | \$ 689.48                        | \$ 117.75          | \$507.04     | Single                                            | \$1,314.27     | \$ 689.48                        | \$ 117.75          | \$507.04     |
| Plus 1                                                                 | \$2,628.54     | \$ 689.48                        | \$ 117.75          | \$1,821.31   | Plus 1                               | \$2,628.54     | \$ 1,496.71                      | \$ 117.75          | \$1,014.08   | Plus 1                                            | \$2,628.54     | \$ 1,496.71                      | \$ 117.75          | \$1,014.08   |
| Family                                                                 | \$3,417.10     | \$ 689.48                        | \$ 117.75          | \$2,609.87   | Family                               | \$3,417.10     | \$ 1,981.05                      | \$ 117.75          | \$1,318.30   | Family                                            | \$3,417.10     | \$ 1,496.71                      | \$ 117.75          | \$1,802.64   |
| <b>Anthem HMO Select</b>                                               |                |                                  |                    |              | <b>Anthem HMO Select</b>             |                |                                  |                    |              | <b>Anthem HMO Select</b>                          |                |                                  |                    |              |
| Single                                                                 | \$1,138.86     | \$ 689.48                        | \$ 117.75          | \$331.63     | Single                               | \$1,138.86     | \$ 689.48                        | \$ 117.75          | \$331.63     | Single                                            | \$1,138.86     | \$ 689.48                        | \$ 117.75          | \$331.63     |
| Plus 1                                                                 | \$2,277.72     | \$ 689.48                        | \$ 117.75          | \$1,470.49   | Plus 1                               | \$2,277.72     | \$ 1,496.71                      | \$ 117.75          | \$663.26     | Plus 1                                            | \$2,277.72     | \$ 1,496.71                      | \$ 117.75          | \$663.26     |
| Family                                                                 | \$2,961.04     | \$ 689.48                        | \$ 117.75          | \$2,153.81   | Family                               | \$2,961.04     | \$ 1,981.05                      | \$ 117.75          | \$862.24     | Family                                            | \$2,961.04     | \$ 1,496.71                      | \$ 117.75          | \$1,346.58   |
| <b>Anthem HMO Traditional</b>                                          |                |                                  |                    |              | <b>Anthem HMO Traditional</b>        |                |                                  |                    |              | <b>Anthem HMO Traditional</b>                     |                |                                  |                    |              |
| Single                                                                 | \$1,339.70     | \$ 689.48                        | \$ 117.75          | \$532.47     | Single                               | \$1,339.70     | \$ 689.48                        | \$ 117.75          | \$532.47     | Single                                            | \$1,339.70     | \$ 689.48                        | \$ 117.75          | \$532.47     |
| Plus 1                                                                 | \$2,679.40     | \$ 689.48                        | \$ 117.75          | \$1,872.17   | Plus 1                               | \$2,679.40     | \$ 1,496.71                      | \$ 117.75          | \$1,064.94   | Plus 1                                            | \$2,679.40     | \$ 1,496.71                      | \$ 117.75          | \$1,064.94   |
| Family                                                                 | \$3,483.22     | \$ 689.48                        | \$ 117.75          | \$2,675.99   | Family                               | \$3,483.22     | \$ 1,981.05                      | \$ 117.75          | \$1,384.42   | Family                                            | \$3,483.22     | \$ 1,496.71                      | \$ 117.75          | \$1,868.76   |
| <b>Anthem EPO Del Norte</b>                                            |                |                                  |                    |              | <b>Anthem EPO Del Norte</b>          |                |                                  |                    |              | <b>Anthem EPO Del Norte</b>                       |                |                                  |                    |              |
| Single                                                                 | \$1,314.27     | \$ 689.48                        | \$ 117.75          | \$507.04     | Single                               | \$1,314.27     | \$ 689.48                        | \$ 117.75          | \$507.04     | Single                                            | \$1,314.27     | \$ 689.48                        | \$ 117.75          | \$507.04     |
| Plus 1                                                                 | \$2,628.54     | \$ 689.48                        | \$ 117.75          | \$1,821.31   | Plus 1                               | \$2,628.54     | \$ 1,496.71                      | \$ 117.75          | \$1,014.08   | Plus 1                                            | \$2,628.54     | \$ 1,496.71                      | \$ 117.75          | \$1,014.08   |
| Family                                                                 | \$3,417.10     | \$ 689.48                        | \$ 117.75          | \$2,609.87   | Family                               | \$3,417.10     | \$ 1,981.05                      | \$ 117.75          | \$1,318.30   | Family                                            | \$3,417.10     | \$ 1,496.71                      | \$ 117.75          | \$1,802.64   |
| <b>UnitedHealthcare</b>                                                |                |                                  |                    |              | <b>UnitedHealthcare</b>              |                |                                  |                    |              | <b>UnitedHealthcare</b>                           |                |                                  |                    |              |
| Single                                                                 | \$1,091.13     | \$ 689.48                        | \$ 117.75          | \$283.90     | Single                               | \$1,091.13     | \$ 689.48                        | \$ 117.75          | \$283.90     | Single                                            | \$1,091.13     | \$ 689.48                        | \$ 117.75          | \$283.90     |
| Plus 1                                                                 | \$2,182.26     | \$ 689.48                        | \$ 117.75          | \$1,375.03   | Plus 1                               | \$2,182.26     | \$ 1,496.71                      | \$ 117.75          | \$567.80     | Plus 1                                            | \$2,182.26     | \$ 1,496.71                      | \$ 117.75          | \$567.80     |
| Family                                                                 | \$2,836.94     | \$ 689.48                        | \$ 117.75          | \$2,029.71   | Family                               | \$2,836.94     | \$ 1,981.05                      | \$ 117.75          | \$738.14     | Family                                            | \$2,836.94     | \$ 1,496.71                      | \$ 117.75          | \$1,222.48   |
| <b>Western Health Advantage</b>                                        |                |                                  |                    |              | <b>Western Health Advantage</b>      |                |                                  |                    |              | <b>Western Health Advantage</b>                   |                |                                  |                    |              |
| Single                                                                 | \$807.23       | \$ 689.48                        | \$ 117.75          | \$0.00       | Single                               | \$807.23       | \$ 689.48                        | \$ 117.75          | \$0.00       | Single                                            | \$807.23       | \$ 689.48                        | \$ 117.75          | \$0.00       |
| Plus 1                                                                 | \$1,614.46     | \$ 689.48                        | \$ 117.75          | \$807.23     | Plus 1                               | \$1,614.46     | \$ 1,496.71                      | \$ 117.75          | \$0.00       | Plus 1                                            | \$1,614.46     | \$ 1,496.71                      | \$ 117.75          | \$0.00       |
| Family                                                                 | \$2,098.80     | \$ 689.48                        | \$ 117.75          | \$1,291.57   | Family                               | \$2,098.80     | \$ 1,981.05                      | \$ 117.75          | \$0.00       | Family                                            | \$2,098.80     | \$ 1,496.71                      | \$ 117.75          | \$484.34     |

\* The following groups have negotiated multiple dependents medical coverage for early retirees.

\*\* SUSD cost is the least expensive medical plan premium, (Western Health Advantage HMO 2024) for early retirees hired before 07/01/2003.

\*\*\* Employer Share of \$117.75 is paid directly to CalPERS in accordance with the CalPERS enrollment rules for school districts participating in the health benefits program

\*\*\*\* The following groups have negotiated plus one dependent medical coverage for employees retiring on or after Feb 1, 2017 based on the least expensive medical plan, (Western Health Advantage HMO).