

**ESTIMATED HEALTH BENEFITS CONTRIBUTION FOR
FAMILY COVERAGE**

Salary Range	Tier 2	Tier 3	Tier 4
25,000-29,999.99	2.00%	3.00%	4.00%
30,000-34,999.99	2.50%	3.75%	5.00%
35,000-39,999.99	3.00%	4.50%	6.00%
40,000-44,999.99	3.50%	5.25%	7.00%
45,000-49,999.99	4.50%	6.75%	9.00%
50,000-54,999.99	6.00%	9.00%	12.00%
55,000-59,999.99	7.00%	10.50%	14.00%
60,000-64,999.99	8.50%	12.75%	17.00%
65,000-69,999.99	9.50%	14.25%	19.00%
70,000-74,999.99	11.00%	16.50%	22.00%
75,000-79,999.99	11.50%	17.25%	23.00%
80,000-84,999.99	12.00%	18.00%	24.00%
85,000-89,999.99	13.00%	19.50%	26.00%
90,000-94,999.99	14.00%	21.00%	28.00%
95,000-99,999.99	14.50%	21.75%	29.00%
100,000-109,999.99	16.00%	24.00%	32.00%
110,000 and over	17.50%	26.25%	35.00%

These cost estimates to employees based upon the annual salary range in accordance to the Tiered implementation of the Health Insurance Contribution requirements. These estimates are subject to change.