

**FY 2023 - 2024**

		<b>Local 808</b>	<b>Local 808</b>	<b>Administrative</b>	<b>Administrative</b>	<b>IBPO</b>	<b>IBPO</b>
		<b>22.5%</b>	<b>12.0%</b>	<b>22.5%</b>	<b>12.0%</b>	<b>22.5%</b>	<b>12%</b>
<b>Blue Cross</b>	Effective 7/1/2023		<b>wellness</b>		<b>wellness</b>		<b>wellness</b>
Individual	Working rate	\$757.55	\$757.55	\$757.55	\$757.55	\$840.19	\$840.19
	Cobra Rate	\$772.70	\$772.70	\$772.70	\$772.70	\$856.99	\$856.99
	Annual Cost	\$9,090.60	\$9,090.60	\$9,090.60	\$9,090.60	\$10,082.28	\$10,082.28
	Employer Annual cost	\$7,045.22	\$7,499.75	\$7,045.22	\$7,999.73	\$7,813.77	\$8,872.41
	Employee Annual Cost	\$2,045.39	\$1,090.87	\$2,045.39	\$1,090.87	\$2,268.51	\$1,209.87
	<b>EE Biweekly Deduction</b>	<b>\$78.67</b>	<b>\$41.96</b>	<b>\$78.67</b>	<b>\$41.96</b>	<b>\$87.25</b>	<b>\$46.53</b>
Family	Working rate	\$1,885.96	\$1,885.96	\$1,885.96	\$1,885.96	\$2,095.10	\$2,095.10
	Cobra Rate	\$1,923.68	\$1,923.68	\$1,923.68	\$1,923.68	\$2,137.00	\$2,137.00
	Annual Cost	\$22,631.52	\$22,631.52	\$22,631.52	\$22,631.52	\$25,141.20	\$25,141.20
	Employer Annual cost	\$17,539.43	\$18,671.00	\$17,539.43	\$19,915.74	\$19,484.43	\$22,124.26
	Employee Annual Cost	\$5,092.09	\$2,715.78	\$5,092.09	\$2,715.78	\$5,656.77	\$3,016.94
	<b>EE Biweekly Deduction</b>	<b>\$195.85</b>	<b>\$104.45</b>	<b>\$195.85</b>	<b>\$104.45</b>	<b>\$217.57</b>	<b>\$116.04</b>
<b>Delta Dental</b>							
Individual	Working rate	\$40.86	\$40.86	\$40.44	\$40.44	\$39.10	\$39.10
	Cobra Rate	\$41.68	\$41.68	\$41.25	\$41.25	\$39.88	\$39.88
	Annual Cost	\$490.32	\$490.32	\$485.28	\$485.28	\$469.20	\$469.20
	Employer Annual cost	\$380.00	\$404.51	\$376.09	\$412.49	\$363.63	\$412.90
	Employee Annual Cost	\$110.32	\$58.84	\$109.19	\$58.23	\$105.57	\$56.30
	<b>EE Biweekly Deduction</b>	<b>\$4.24</b>	<b>\$2.26</b>	<b>\$4.20</b>	<b>\$2.24</b>	<b>\$4.06</b>	<b>\$2.17</b>
Family	Working rate	\$132.37	\$132.37	\$127.37	\$127.37	\$132.37	\$132.37
	Cobra Rate	\$135.02	\$135.02	\$129.92	\$129.92	\$135.02	\$135.02
	Annual Cost	\$1,588.44	\$1,588.44	\$1,528.44	\$1,528.44	\$1,588.44	\$1,588.44
	Employer Annual cost	\$1,231.04	\$1,310.46	\$1,184.54	\$1,345.03	\$1,231.04	\$1,397.83
	Employee Annual Cost	\$357.40	\$190.61	\$343.90	\$183.41	\$357.40	\$190.61
	<b>EE Biweekly Deduction</b>	<b>\$13.75</b>	<b>\$7.33</b>	<b>\$13.23</b>	<b>\$7.05</b>	<b>\$13.75</b>	<b>\$7.33</b>
<b>Employee Total Biweekly Deductions</b>							
	Individual	\$82.91	\$44.22	\$82.87	\$44.20	\$91.31	\$48.70
	Family	\$209.60	\$111.78	\$209.08	\$111.51	\$231.31	\$123.37