

## 2026 Sept-Dec Secretary Insurance Rates

### Option 1 - BCBSM Medical PPO \$2000/4000 100% & MESSA Dental/Vision/Life/LTD

| Hours   | Status     | 2026<br>Monthly Insurance Rates | Employer<br>Monthly<br>Contribution | Employee Monthly<br>Insurance<br>Premiums | Jan-Aug 2026 | Employee Per Pay<br>Insurance Premiums<br>10 Pays 1/16-6/5/26 |
|---------|------------|---------------------------------|-------------------------------------|-------------------------------------------|--------------|---------------------------------------------------------------|
| 6.5 - 8 | Single     | \$ 795.12                       | \$ 583.34                           | \$ 211.78                                 | \$ 1,694.24  | \$ 169.42                                                     |
| 6.5 - 8 | Two Person | \$ 1,861.33                     | \$ 916.67                           | \$ 944.66                                 | \$ 7,557.28  | \$ 755.73                                                     |
| 6.5 - 8 | Family     | \$ 2,348.15                     | \$ 1,167.00                         | \$ 1,181.15                               | \$ 9,449.20  | \$ 944.92                                                     |

### Option 2 - BCBSM Medical PPO \$1700/3400 80% & MESSA Dental/Vision/Life/LTD

| Hours   | Status     | 2026<br>Monthly Insurance Rates | Employer<br>Monthly<br>Contribution | Employee Monthly<br>Insurance<br>Premiums | Jan-Aug 2026 | Employee Per Pay<br>Insurance Premiums<br>10 Pays 1/16-6/5/26 |
|---------|------------|---------------------------------|-------------------------------------|-------------------------------------------|--------------|---------------------------------------------------------------|
| 6.5 - 8 | Single     | \$ 735.79                       | \$ 583.34                           | \$ 152.45                                 | \$ 1,219.60  | \$ 121.96                                                     |
| 6.5 - 8 | Two Person | \$ 1,718.91                     | \$ 916.67                           | \$ 802.24                                 | \$ 6,417.92  | \$ 641.79                                                     |
| 6.5 - 8 | Family     | \$ 2,170.13                     | \$ 1,167.00                         | \$ 1,003.13                               | \$ 8,025.04  | \$ 802.50                                                     |

### Option 3 - BCBSM Medical PPO \$2500/5000 100% & MESSA Dental/Vision/Life/LTD

| Hours   | Status     | 2026<br>Monthly Insurance Rates | Employer<br>Monthly<br>Contribution | Employee Monthly<br>Insurance<br>Premiums | Jan-Aug 2026 | Employee Per Pay<br>Insurance Premiums<br>10 Pays 1/16-6/5/26 |
|---------|------------|---------------------------------|-------------------------------------|-------------------------------------------|--------------|---------------------------------------------------------------|
| 6.5 - 8 | Single     | \$ 754.31                       | \$ 583.34                           | \$ 170.97                                 | \$ 1,367.76  | \$ 136.78                                                     |
| 6.5 - 8 | Two Person | \$ 1,763.38                     | \$ 916.67                           | \$ 846.71                                 | \$ 6,773.68  | \$ 677.37                                                     |
| 6.5 - 8 | Family     | \$ 2,225.72                     | \$ 1,167.00                         | \$ 1,058.72                               | \$ 8,469.76  | \$ 846.98                                                     |

### Option 4 - Blue Care Network Medical POS \$1700/3400 100% & MESSA Dental/Vision/Life/LTD

| Hours   | Status     | 2026<br>Monthly Insurance Rates | Employer<br>Monthly<br>Contribution | Employee Monthly<br>Insurance<br>Premiums | Jan-Aug 2026 | Employee Per Pay<br>Insurance Premiums<br>10 Pays 1/16-6/5/26 |
|---------|------------|---------------------------------|-------------------------------------|-------------------------------------------|--------------|---------------------------------------------------------------|
| 6.5 - 8 | Single     | \$ 644.00                       | \$ 583.34                           | \$ 60.66                                  | \$ 485.28    | \$ 48.53                                                      |
| 6.5 - 8 | Two Person | \$ 1,498.61                     | \$ 916.67                           | \$ 581.94                                 | \$ 4,655.52  | \$ 465.55                                                     |
| 6.5 - 8 | Family     | \$ 1,894.76                     | \$ 1,167.00                         | \$ 727.76                                 | \$ 5,822.08  | \$ 582.21                                                     |

OR

### MESSA PAK B - Dental/Vision/Life/LTD & Cash in lieu

| Hours   | Status     | 2026<br>Monthly Insurance Rates | Employer<br>Monthly<br>Contribution | Employee Monthly<br>Insurance<br>Premiums | Jan-Aug 2026 | Employee Per Pay<br>Insurance Premiums<br>10 Pays 1/16-6/5/26 |
|---------|------------|---------------------------------|-------------------------------------|-------------------------------------------|--------------|---------------------------------------------------------------|
| 6.5 - 8 | Single     | \$ 51.76                        | \$ 46.58                            | \$ 5.18                                   | \$ 41.44     | \$ 4.14                                                       |
| 6.5 - 8 | Two Person | \$ 77.24                        | \$ 69.52                            | \$ 7.72                                   | \$ 61.76     | \$ 6.18                                                       |
| 6.5 - 8 | Family     | \$ 118.05                       | \$ 106.25                           | \$ 11.81                                  | \$ 47.24     | \$ 4.72                                                       |

### CASH IN LIEU OF MEDICAL INSURANCE

| Hours | Monthly Cash in Lieu<br>Sept-May | Cash in Lieu<br>Lump Sum Payment<br>06/19/26 To Cover June-<br>Aug |
|-------|----------------------------------|--------------------------------------------------------------------|
| 6.5-8 | \$ 430.00                        | \$ 1,290.00                                                        |

Cash in lieu payments will be every second pay September through June.  
Messa rates are individual rates (non-pak). Open enrollment is  
November 10-26 with an effective date of Jan 1.

### Grandfathered Secretary

| Hours   | Status | 2026<br>Monthly Insurance Rates | Employer<br>Monthly<br>Contribution | Employee Monthly<br>Insurance<br>Premiums | Jan-Aug 2026 | Employee Per Pay<br>Insurance Premiums<br>10 Pays 1/16-6/5/26 |
|---------|--------|---------------------------------|-------------------------------------|-------------------------------------------|--------------|---------------------------------------------------------------|
| 6.5 - 8 | Family | \$ 2,348.15                     | \$ 1,681.70                         | \$ 666.45                                 | \$ 5,331.60  | \$ 533.16                                                     |