

2026 Jan. - Aug. Secretary Insurance Rates

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

Hours	Status	2026 Monthly Insurance Rates	Employer Monthly Contribution	Employee Monthly Insurance Premiums	Jan-Aug 2026	Employee Per Pay Insurance Premiums 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 Monthly Insurance Rates	Employer Monthly Contribution	Employee Monthly Insurance Premiums	Jan-Aug 2026	Employee Per Pay Insurance Premiums 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 Monthly Insurance Rates	Employer Monthly Contribution	Employee Monthly Insurance Premiums	Jan-Aug 2026	Employee Per Pay Insurance Premiums 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 Monthly Insurance Rates	Employer Monthly Contribution	Employee Monthly Insurance Premiums	Jan-Aug 2026	Employee Per Pay Insurance Premiums 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

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

Hours	Status	2026 Monthly Insurance Rates	Employer Monthly Contribution	Employee Monthly Insurance Premiums	Jan-Aug 2026	Employee Per Pay Insurance Premiums 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	\$ 94.48	\$ 9.45

CASH IN LIEU OF MEDICAL INSURANCE

Hours	Monthly Cash in Lieu Sept-May	Cash in Lieu Lump Sum Payment 06/19/26 To Cover June-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 Monthly Insurance Rates	Employer Monthly Contribution	Employee Monthly Insurance Premiums	Jan-Aug 2026	Employee Per Pay Insurance Premiums 10 Pays 1/16-6/5/26
6.5 - 8	Family	\$ 1,894.76	\$ 1,681.70	\$ 213.06	\$ 1,704.48	\$ 170.45