

2025 Sept-Dec Secretary Insurance Rates

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

Hours	Status	2025 Monthly Insurance Rates	Employer Monthly Contribution	Employee Monthly Insurance Premiums	Sept-Dec 2025	Employee Per Pay Insurance Premiums 8 Pays 9/12-12/19/25
6.5 - 8	Single	\$ 640.55	\$ 583.34	\$ 57.21	\$ 228.84	\$ 28.61
6.5 - 8	Two Person	\$ 1,493.74	\$ 916.67	\$ 577.07	\$ 2,308.28	\$ 288.54
6.5 - 8	Family	\$ 1,888.01	\$ 1,167.00	\$ 721.01	\$ 2,884.04	\$ 360.51

Option 2 - BCBSM Medical PPO \$1650/3300 **80%** & MESSA Dental/Vision/Life/LTD

Hours	Status	2025 Monthly Insurance Rates	Employer Monthly Contribution	Employee Monthly Insurance Premiums	Sept-Dec 2025	Employee Per Pay Insurance Premiums 8 Pays 9/12-12/19/25
6.5 - 8	Single	\$ 599.42	\$ 583.34	\$ 16.08	\$ 64.32	\$ 8.04
6.5 - 8	Two Person	\$ 1,395.02	\$ 916.67	\$ 478.35	\$ 1,913.40	\$ 239.18
6.5 - 8	Family	\$ 1,764.61	\$ 1,167.00	\$ 597.61	\$ 2,390.44	\$ 298.81

Option 3 - Blue Care Network Medical **POS** \$1650/3300 **100%** & MESSA Dental/Vision/Life/LTD

Hours	Status	2025 Monthly Insurance Rates	Employer Monthly Contribution	Employee Monthly Insurance Premiums	Sept-Dec 2025	Employee Per Pay Insurance Premiums 8 Pays 9/12-12/19/25
6.5 - 8	Single	\$ 601.84	\$ 583.34	\$ 18.50	\$ 74.00	\$ 9.25
6.5 - 8	Two Person	\$ 1,400.83	\$ 916.67	\$ 484.16	\$ 1,936.64	\$ 242.08
6.5 - 8	Family	\$ 1,771.87	\$ 1,167.00	\$ 604.87	\$ 2,419.48	\$ 302.44

OR

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

Hours	Status	2025 Monthly Insurance Rates	Employer Monthly Contribution	Employee Monthly Insurance Premiums	Sept-Dec 2025	Employee Per Pay Insurance Premiums 8 Pays 9/12-12/19/25
6.5 - 8	Single	\$ 48.68	\$ 43.81	\$ 4.87	\$ 19.48	\$ 2.44
6.5 - 8	Two Person	\$ 73.24	\$ 65.92	\$ 7.32	\$ 29.28	\$ 3.66
6.5 - 8	Family	\$ 112.39	\$ 101.15	\$ 11.24	\$ 44.96	\$ 5.62

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	2025 Monthly Insurance Rates	Employer Monthly Contribution	Employee Monthly Insurance Premiums	Sept-Dec 2025	Employee Per Pay Insurance Premiums 8 Pays 9/12-12/19/25
6.5 - 8	Family	\$ 1,888.01	\$ 1,681.70	\$ 206.31	\$ 825.24	\$ 103.16