

Health Insurance Subsidies for Retirees Hired before 10/1/11

Retired Before 7/1/12			Retired on and After 7/1/12			
				Pre-Medicare Subsidy Paid by CCBC		Medicare Subsidy Paid by CCBC
Years of Service Since Last Hire	Hired <u>before</u> 7/1/07	Hired <u>after</u> 7/1/07	Years of Service Since Last Hire	CIGNA OAP	CIGNA OAPIN or Kaiser	CIGNA or Kaiser
Less than 10 years	No Subsidy	No Subsidy	Less than 10 years	No Subsidy	No Subsidy	No Subsidy
10 – 14 years	50%	35%	10 years	25.0%	25.0%	25.0%
			11 years	27.5%	27.5%	27.5%
			12 year	30.0%	30.0%	30.0%
			13 years	32.5%	32.5%	32.5%
			14 years	35.0%	35.0%	35.0%
15 – 19 years	75%	50%	15 years	37.5%	37.5%	37.5%
			16 years	40.0%	40.0%	40.0%
			17 years	42.5%	42.5%	42.5%
			18 years	45.0%	45.0%	45.0%
			19 years	47.5%	47.5%	47.5%
20 – 24 years	85%	60%	20 years	50.0%	50.0%	50.0%
			21 years	52.5%	52.5%	52.5%
			22 years	55.0%	55.0%	55.0%
			23 years	57.5%	57.5%	57.5%
			24 years	60.0%	60.0%	60.0%
25 – 29 years	85%	70%	25 years	63.3%	65.0%	62.50%
			26 years	66.6%	70.0%	65.0%
			27 years	69.9%	75.0%	67.5%
			28 years	73.2%	80.0%	70.0%
			29 years	76.5%	85.0%	72.5%
30 – 34 years	85%	80%	30 years	80.0%	90.0%	75.0%
			31 years	80.0%	90.0%	75.0%
			32 years	80.0%	90.0%	75.0%
			33 years	80.0%	90.0%	75.0%
			34 years	80.0%	90.0%	75.0%
35+ years	85%	85%	35+ years	80.0%	90.0%	75.0%

Health Insurance Flat Dollar Subsidy Benefit for Retirees Hired after 10/1/11

Rates effective 1/1/2011, to be adjusted based on CPI

<i>Years of Service Since Last Hire</i>	<i>Pre- Medicare</i>		<i>Medicare</i>	
	<i>Employee Only</i>	<i>Employee + 1</i>	<i>Employee Only</i>	<i>Employee + 1</i>
Less than 10				
10	\$1,600	\$2,400	\$1,070	\$1,600
11	\$1,760	\$2,640	\$1,177	\$1,760
12	\$1,920	\$2,880	\$1,284	\$1,920
13	\$2,080	\$3,120	\$1,391	\$2,080
14	\$2,240	\$3,360	\$1,498	\$2,240
15	\$2,400	\$3,600	\$1,605	\$2,400
16	\$2,560	\$3,840	\$1,712	\$2,560
17	\$2,720	\$4,080	\$1,819	\$2,720
18	\$2,880	\$4,320	\$1,926	\$2,880
19	\$3,040	\$4,560	\$2,033	\$3,040
20	\$3,200	\$4,800	\$2,140	\$3,200
21	\$3,360	\$5,040	\$2,247	\$3,360
22	\$3,520	\$5,280	\$2,354	\$3,520
23	\$3,680	\$5,520	\$2,461	\$3,680
24	\$3,840	\$5,760	\$2,568	\$3,840
25	\$4,000	\$6,000	\$2,675	\$4,000
26	\$4,160	\$6,240	\$2,782	\$4,160
27	\$4,320	\$6,480	\$2,889	\$4,320
28	\$4,480	\$6,720	\$2,996	\$4,480
29	\$4,640	\$6,960	\$3,103	\$4,640
30	\$4,800	\$7,200	\$3,210	\$4,800
31	\$4,960	\$7,440	\$3,317	\$4,960
32	\$5,120	\$7,680	\$3,424	\$5,120
33	\$5,280	\$7,920	\$3,531	\$5,280
34	\$5,440	\$8,160	\$3,638	\$5,440
35	\$5,600	\$8,400	\$3,745	\$5,600