

<b>Base Salary</b>	<b>Column/Step</b>	<b>Take-Home Pay with 2% Retiree Health and Kaiser Single Plan</b>	<b>Net Reduction in Take-Home Pay</b>	<b>% Reduction in Take-Home Pay</b>
\$48,519.00	A1	\$47,548.62	<b>\$970.38</b>	2.00%
\$75,458.00	C12	\$73,948.84	<b>\$1,509.16</b>	2.00%
\$102,090.00	E20	\$100,048.20	<b>\$2,041.80</b>	2.00%
<b>Base Salary</b>	<b>Column/Step</b>	<b>Take-Home Pay with 2% Retiree Health and Kaiser Two-Party</b>	<b>Net Reduction in Take-Home Pay</b>	<b>% Reduction in Take-Home Pay</b>
\$48,519.00	A1	\$43,510.74	<b>\$5,008.26</b>	10.32%
\$75,458.00	C12	\$69,910.96	<b>\$5,547.04</b>	7.35%
\$102,090.00	E20	\$96,010.32	<b>\$6,079.68</b>	5.96%
<b>Base Salary</b>	<b>Column/Step</b>	<b>Take-Home Pay with 2% Retiree Health and Kaiser Family</b>	<b>Net Reduction in Take-Home Pay</b>	<b>% Reduction in Take-Home Pay</b>
\$48,519.00	A1	\$41,835.06	<b>\$6,683.94</b>	13.78%
\$75,458.00	C12	\$68,235.28	<b>\$7,222.72</b>	9.57%
\$102,090.00	E20	\$94,334.64	<b>\$7,755.36</b>	7.60%
<b>Base Salary</b>	<b>Column/Step</b>	<b>Take-Home Pay with 2% Retiree Health and HealthNet Single</b>	<b>Net Reduction in Take-Home Pay</b>	<b>% Reduction in Take-Home Pay</b>
\$48,519.00	A1	\$43,258.74	<b>\$5,260.26</b>	10.84%
\$75,458.00	C12	\$69,658.96	<b>\$5,799.04</b>	7.69%
\$102,090.00	E20	\$95,758.92	<b>\$6,331.08</b>	6.20%
<b>Base Salary</b>	<b>Column/Step</b>	<b>Take-Home Pay with 2% Retiree Health and HealthNet Two Party</b>	<b>Net Reduction in Take-Home Pay</b>	<b>% Reduction in Take-Home Pay</b>
\$ 48,519.00	A1	\$34,931.22	<b>\$13,587.78</b>	28.01%
\$75,458.00	C12	\$61,331.44	<b>\$14,126.56</b>	18.72%
\$102,090.00	E20	\$87,430.80	<b>\$14,659.20</b>	14.36%
<b>Base Salary</b>	<b>Column/Step</b>	<b>Take-Home Pay with 2% Retiree Health and HealthNet Family</b>	<b>Net Reduction in Take-Home Pay</b>	<b>% Reduction in Take-Home Pay</b>
\$48,519.00	A1	\$29,695.14	<b>\$18,823.86</b>	38.80%
\$75,458.00	C12	\$56,095.36	<b>\$19,362.64</b>	25.66%
\$102,090.00	E20	\$82,194.72	<b>\$19,895.28</b>	19.49%