

Pinellas County Schools proposal for SEIU Collective Bargaining Agreement

Article 22, Section B

Field Trips ~~and Shuttles~~

1. At the beginning of the school year, drivers wishing to participate in field trips; ~~and~~ open activities ~~and shuttles~~, not a part of the daily scheduled bus runs within each compound, shall complete and submit the appropriate form. Assignments will be made on a rotating basis with the most senior driver being given the first trip and open activities ~~and shuttles~~ and the next most senior driver being offered the next trip, and so on, until all drivers have been offered extra trips. The number of hours per trip shall be equalized as far as possible on a monthly basis by increasing or decreasing the number of trips assigned to drivers.

Tentative Agreement:

8/25/26



HR chief



8/25/26

Ryan Rilca

SEIU FPSU

Sr. organizer

Buss Ann Nish
8-25-26

SEIU FPSU

CHAPTER CHAIR

Article 22 DEPARTMENTAL OPERATIONS

No Proposed Language for Sections 1 through 2

ARTICLE 22, Section 3.

A. ROUTE BIDDING-Bus Drivers/Bus Driver Relief

No Proposed Language for paragraphs 1 through 8

9. After the initial bidding of routes, all Shuttles created during the school year shall be assigned by seniority with the most senior driver being given the first opportunity to accept the Shuttle.

No Proposed Language in remaining sections of Article 22

Tentative Agreement.
8/25/26.



HR Chief



8/25/26

Ryan Rilea
SEIU Sr. Organizer
FPSU

Brian Williams
8-25-26
SEIU FPSU
CHAPTER CHAIR

Pinellas County Schools proposal for SEIU Collective Bargaining Agreement

Article 10, Section 11. D. Pay During Emergency Closures

In the event of an emergency closure, the School Board of Pinellas County, Florida, may authorize payment to employees for scheduled workdays missed due to the closure when such days are not required to be made up at a later date. Any authorization for payment shall be approved through Board resolution or other official Board action and shall identify the public purpose served by the expenditure.

Article 10, Section 11. E. Premium Pay During Disasters

Upon authorization by Board resolution or other official Board action, and consistent with the terms of such authorization, nonexempt employees who are designated or directed by the District to perform emergency response or recovery work in connection with a disaster or emergency declared by a federal, state, or local authority, or by the Board, shall receive premium pay at one and one-half (1.5) times their regular hourly rate for all hours actually worked in such assignment, up to forty (40) hours in the workweek.

Emergency response or recovery work may include, but is not limited to, shelter operations and preparation, emergency operations center support, debris removal, emergency protective measures, and storm-related repair or recovery work involving District facilities.

Hours worked in excess of forty (40) in a workweek shall be compensated in accordance with applicable overtime laws. Nothing in this section shall be construed to provide duplicative premium or overtime compensation for the same hours worked.

Tentative Agreement

8/25/26



HR Chief



8/25/26

Ryan Riley
SEIU FPSU
Sr. Organizer

Brian Allen Miller
8/25/26

SEIU FPSU
CHAPTER CHAIR

NON-EXEMPT SALARY SCHEDULE "D"

9/4/2026

2025/2026 School Year

SUPPORT STAFF HOURLY RATES

Pay Grade	Level D	Level E	Level F	Level G	Level H	Level I	Level J	Level K	Level L	Level M	Level N	Level O	Level P	Level Q	Level R	Level S	Level T	Level U
5	\$ 15.0000	\$ 15.1500	\$ 15.9075	\$ 16.3620	\$ 16.3999	\$ 16.4378	\$ 16.4756	\$ 16.5135	\$ 16.5514	\$ 16.5893	\$ 16.8290	\$ 17.3506	\$ 17.8845	\$ 18.4435	\$ 19.0149	\$ 19.6110	\$ 20.2196	\$ 20.8531
6	\$ 15.0000	\$ 15.1500	\$ 15.9075	\$ 16.4756	\$ 16.5135	\$ 16.5514	\$ 16.5893	\$ 16.8164	\$ 17.3380	\$ 17.8723	\$ 18.4312	\$ 19.0023	\$ 19.5984	\$ 20.2072	\$ 20.8404	\$ 21.4990	\$ 22.1695	\$ 22.8650
7	\$ 15.0000	\$ 15.1500	\$ 15.9075	\$ 16.5893	\$ 16.8042	\$ 17.3258	\$ 17.8598	\$ 18.4186	\$ 18.9900	\$ 19.5862	\$ 20.1946	\$ 20.8281	\$ 21.4864	\$ 22.1572	\$ 22.8525	\$ 23.5729	\$ 24.3180	\$ 25.0881
8	\$ 16.3568	\$ 16.5204	\$ 17.2779	\$ 18.0213	\$ 18.4186	\$ 18.9900	\$ 19.5862	\$ 20.1946	\$ 20.8281	\$ 21.4864	\$ 22.1572	\$ 22.8525	\$ 23.5729	\$ 24.3180	\$ 25.0881	\$ 25.8832	\$ 26.7028	\$ 27.5473
9	\$ 17.9806	\$ 18.1604	\$ 18.9179	\$ 19.7351	\$ 20.1699	\$ 20.8034	\$ 21.4491	\$ 22.1198	\$ 22.8154	\$ 23.5357	\$ 24.2808	\$ 25.0509	\$ 25.8457	\$ 26.6654	\$ 27.5100	\$ 28.3794	\$ 29.2737	\$ 30.2051
10	\$ 19.7928	\$ 19.9907	\$ 20.7482	\$ 21.6478	\$ 22.1198	\$ 22.8154	\$ 23.5357	\$ 24.2808	\$ 25.0509	\$ 25.8457	\$ 26.6654	\$ 27.5100	\$ 28.3794	\$ 29.2737	\$ 30.2051	\$ 31.1615	\$ 32.1550	\$ 33.1737
11	\$ 21.7580	\$ 21.9756	\$ 22.7331	\$ 23.7220	\$ 24.2561	\$ 25.0137	\$ 25.7960	\$ 26.6158	\$ 27.4605	\$ 28.3298	\$ 29.2240	\$ 30.1430	\$ 31.0995	\$ 32.0807	\$ 33.0990	\$ 34.1547	\$ 35.2353	\$ 36.3529
12	\$ 23.9350	\$ 24.1744	\$ 24.9319	\$ 26.0197	\$ 26.5909	\$ 27.4355	\$ 28.3049	\$ 29.1991	\$ 30.1182	\$ 31.0747	\$ 32.0558	\$ 33.0743	\$ 34.1298	\$ 35.2104	\$ 36.3282	\$ 37.4832	\$ 38.6755	\$ 39.9052
13	\$ 26.3238	\$ 26.5870	\$ 27.3445	\$ 28.5410	\$ 29.1868	\$ 30.1060	\$ 31.0621	\$ 32.0432	\$ 33.0618	\$ 34.1173	\$ 35.1980	\$ 36.3159	\$ 37.4709	\$ 38.6632	\$ 39.8928	\$ 41.1596	\$ 42.4761	\$ 43.8298
14	\$ 28.9478	\$ 29.2373	\$ 29.9948	\$ 31.3105	\$ 32.0184	\$ 33.0369	\$ 34.0802	\$ 35.1607	\$ 36.2786	\$ 37.4335	\$ 38.6259	\$ 39.8555	\$ 41.1224	\$ 42.4389	\$ 43.7926	\$ 45.1962	\$ 46.6369	\$ 48.1272

With rounding to 4 decimal places

PROPOSED NON-EXEMPT SALARY SCHEDULE "D"

2.50% Proposed Increase (Move Level)

2026/2027 School Year

SUPPORT STAFF HOURLY RATES*

Pay Grade	Level D	Level E	Level F	Level G	Level H	Level I	Level J	Level K	Level L	Level M	Level N	Level O	Level P	Level Q	Level R	Level S	Level T	Level U	Level V
5	\$15.0000	\$15.3750	\$15.5288	\$16.3052	\$16.7711	\$16.8099	\$16.8487	\$16.8875	\$16.9263	\$16.9652	\$17.0040	\$17.2497	\$17.7844	\$18.3316	\$18.9046	\$19.4902	\$20.1012	\$20.7251	\$21.3744
6	\$15.0000	\$15.3750	\$15.5288	\$16.3052	\$16.8875	\$16.9263	\$16.9652	\$17.0040	\$17.2368	\$17.7714	\$18.3191	\$18.8920	\$19.4774	\$20.0884	\$20.7124	\$21.3615	\$22.0364	\$22.7237	\$23.4366
7	\$15.0000	\$15.3750	\$15.5288	\$16.3052	\$17.0040	\$17.2243	\$17.7590	\$18.3063	\$18.8790	\$19.4648	\$20.0759	\$20.6995	\$21.3488	\$22.0236	\$22.7111	\$23.4238	\$24.1622	\$24.9259	\$25.7153
8	\$16.3568	\$16.7657	\$16.9334	\$17.7098	\$18.4719	\$18.8790	\$19.4648	\$20.0759	\$20.6995	\$21.3488	\$22.0236	\$22.7111	\$23.4238	\$24.1622	\$24.9259	\$25.7153	\$26.5302	\$27.3704	\$28.2360
9	\$17.9806	\$18.4301	\$18.6144	\$19.3909	\$20.2285	\$20.6791	\$21.3235	\$21.9853	\$22.6728	\$23.3858	\$24.1241	\$24.8878	\$25.6772	\$26.4918	\$27.3320	\$28.1977	\$29.0889	\$30.0056	\$30.9602
10	\$19.7928	\$20.2876	\$20.4905	\$21.2669	\$22.1890	\$22.6728	\$23.3858	\$24.1241	\$24.8878	\$25.6772	\$26.4918	\$27.3320	\$28.1977	\$29.0889	\$30.0056	\$30.9602	\$31.9406	\$32.9588	\$34.0030
11	\$21.7580	\$22.3020	\$22.5250	\$23.3014	\$24.3150	\$24.8625	\$25.6390	\$26.4409	\$27.2812	\$28.1470	\$29.0380	\$29.9546	\$30.8966	\$31.8770	\$32.8827	\$33.9265	\$35.0085	\$36.1161	\$37.2618
12	\$23.9350	\$24.5334	\$24.7787	\$25.5551	\$26.6702	\$27.2556	\$28.1214	\$29.0126	\$29.9291	\$30.8712	\$31.8515	\$32.8572	\$33.9011	\$34.9831	\$36.0907	\$37.2364	\$38.4203	\$39.6424	\$40.9028
13	\$26.3238	\$26.9819	\$27.2517	\$28.0282	\$29.2545	\$29.9164	\$30.8586	\$31.8387	\$32.8442	\$33.8884	\$34.9702	\$36.0779	\$37.2238	\$38.4077	\$39.6298	\$40.8901	\$42.1886	\$43.5380	\$44.9255
14	\$28.9478	\$29.6715	\$29.9682	\$30.7446	\$32.0933	\$32.8189	\$33.8628	\$34.9322	\$36.0397	\$37.1856	\$38.3694	\$39.5916	\$40.8519	\$42.1504	\$43.4999	\$44.8874	\$46.3261	\$47.8028	\$49.3304

Referendum Information: The salary amounts listed above exclude an additional \$3,478 in referendum supplement dollars effective July 1, 2026, through June 30, 2027, as approved by the voters of Pinellas County. Each year, a representative from the Finance Division will certify to the Bargaining Leadership Team (BLT) the supplement amount, based on certified tax roll projections and actual tax collections from the prior year. Any necessary adjustments to the supplement will be calculated and communicated to the BLT.

PROPOSED NON-EXEMPT SALARY SCHEDULE "D"

2026/2027 School Year

SUPPORT STAFF PERCENTAGE INCREASE FROM PRIOR LEVELS

Pay Grade	Level D	Level E	Level F	Level G	Level H	Level I	Level J	Level K	Level L	Level M	Level N	Level O	Level P	Level Q	Level R	Level S	Level T	Level U	Level V
5	0.00%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%
6	0.00%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%
7	0.00%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%
8	0.00%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%
9	0.00%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%
10	0.00%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%
11	0.00%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%
12	0.00%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%
13	0.00%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%
14	0.00%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%

*Pending Ratification and Board Approval

Tentative Agreement 9/9/26
 [Signature] HK chief

9-9-26
 [Signature] Ryan Rilea Sr. Org. Serv. Asst.

9/4/2026

NON-EXEMPT SALARY SCHEDULE "G"

8/20/2026

2025/2026 School Year

SUPPORT STAFF HOURLY RATES

Pay Grade	Level E	Level F	Level G	Level H	Level I	Level J	Level K	Level L	Level M	Level N	Level O	Level P	Level Q	Level R	Level S	Level T
10	\$20.0000	\$20.2000	\$20.7482	\$21.1999	\$21.8655	\$22.5548	\$23.2679	\$24.0048	\$24.7653	\$25.5498	\$26.3580	\$27.1899	\$28.0458	\$28.9370	\$29.8523	\$ 30.8029
11	\$21.7580	\$21.9756	\$22.7331	\$23.2441	\$23.9691	\$24.7178	\$25.5023	\$26.3106	\$27.1424	\$27.9982	\$28.8776	\$29.7929	\$30.7319	\$31.7063	\$32.7165	\$ 33.7506

With rounding to 4 decimal places

PROPOSED NON-EXEMPT SALARY SCHEDULE "G"

2.50% Proposed Increase (Move Level)

2026/2027 School Year

SUPPORT STAFF HOURLY RATES*

Pay Grade	Level E	Level F	Level G	Level H	Level I	Level J	Level K	Level L	Level M	Level N	Level O	Level P	Level Q	Level R	Level S	Level T
10	\$20.0000	\$20.5000	\$20.7050	\$21.2669	\$21.7299	\$22.4121	\$23.1187	\$23.8496	\$24.6049	\$25.3844	\$26.1885	\$27.0169	\$27.8697	\$28.7469	\$29.6604	\$30.5986
11	\$21.7580	\$22.3020	\$22.5250	\$23.3014	\$23.8252	\$24.5683	\$25.3358	\$26.1399	\$26.9684	\$27.8210	\$28.6982	\$29.5996	\$30.5377	\$31.5002	\$32.4990	\$33.5344

Referendum Information: The salary amounts listed above exclude an additional \$3,478 in referendum supplement dollars effective July 1, 2026, through June 30, 2027, as approved by the voters of Pinellas County. a representative from the Finance Division will certify to the Bargaining Leadership Team (BLT) the supplement amount, based on certified tax roll projections and actual tax collections from the prior year. Any necessary adjustments to the supplement will be calculated and communicated to the BLT.

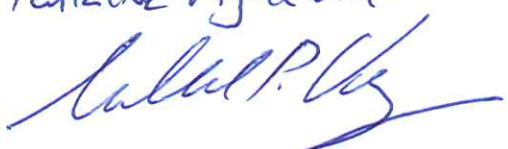
PROPOSED NON-EXEMPT SALARY SCHEDULE "G"

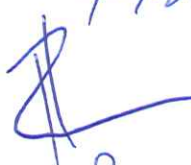
2026/2027 School Year

SUPPORT STAFF PERCENTAGE INCREASE FROM PRIOR LEVELS

Pay Grade	Level E	Level F	Level G	Level H	Level I	Level J	Level K	Level L	Level M	Level N	Level O	Level P	Level Q	Level R	Level S	Level T
10	0.00%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%
11	0.00%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%

*Pending Ratification and Board Approval

Tentative Agreement

 9/9/26
 HR Chief

9-9-26

 Ryan Rilea
 Sr. Org Serv Mgr

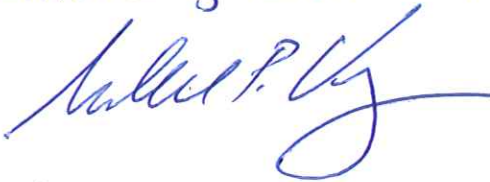
9/2/2026

PCS Salary Increase Proposals for SEIU - Presented 9/2/26

Negotiated	<u>BASE SALARY INCREASE PROPOSED</u>		
	2.50% recurring increase to base hourly rate		
	Average Annual Salary Increase		
SEIU Employee Group	\$		870.00
Referendum	<u>ANNUAL REFERENDUM INCREASE</u>		
	Total Referendum Increase Per Employee	Total Referendum Per Employee	
SEIU Employee Group	\$ 568.00	\$	3,478.00
Totals	Total Salary Increase Per Employee (Recurring Base + Referendum)		
	Average Base Increase	Referendum Increase	Total Increase
SEIU Employee Group	\$ 870.00	\$ 568.00	\$ 1,438.00

Amounts are based on fulltime positions,
parttime increases are prorated

Tentative Agreement 9/9/26.

 HR chief

 9-9-26
Ryan Rilea
Sr. Org SEIU/PSA

Plan Design Changes – Option 2 (Illustrative Only) – requested 7/31/26

Pinellas County Schools						
Plan	Select Choice (New 2026)	Select Choice 2027 Illustrative	Basic Essential 2027 Illustrative	Basic Essential 2027 Illustrative	CDHP + HRA	CDHP + HRA 2027 Illustrative
Plan Value	85.8%		74.8%	70.7%	83.8%	80.2%
Current Membership	12,283	N/A	1,740	N/A	1,605	N/A
Projected 2027 Claims (est.)	141,362,592	135,920,875	20,025,312	19,706,891	18,471,624	18,034,214
Network	National	National	National	National	National	National
Plan Type	EPO	EPO	EPO	EPO	EPO	EPO
Deductible	\$500/\$1,500	\$1,000/\$2,500	\$2,300/\$6,900	\$2,500/\$7,000	\$1,500/\$3,000	\$1,750/\$3,500
Coinsurance	80%	75%	70%	70%	80%	75%
Out of Pocket Maximum Medical	\$5,000/\$10,000	\$5,000/\$10,000	\$8,550/\$17,100	\$9,000/\$17,500	\$5,000/\$10,000	\$5,500/\$11,000
Out of Pocket Maximum Rx	\$2,000/\$4,000	\$2,500/\$5,000 <i>change</i>	Combined with Medical	Combined with Medical	\$2,000/\$4,000	\$2,500/\$5,000
IP Copay	\$600/day (max 6 days)	\$600/day (max 6 days)	30% after ded.	30% after ded.	20% after ded.	25% after ded.
ER Copay	20% after ded.	30% 25% after ded. <i>Other</i>	30% after ded.	30% after ded.	20% after ded.	25% after ded.
Urgent Care Copay	\$25	\$100 <i>100</i>	30% after ded.	30% after ded.	20% after ded.	25% after ded.
PCP Copay	\$25	\$30	\$50	\$60	20% after ded.	25% after ded.
Specialist Copay	\$50	\$60	30% after ded.	30% after ded.	20% after ded.	25% after ded.
Outpatient - Hospital Based	20% after ded.	25% after ded.	30% after ded.	30% after ded.	20% after ded.	25% after ded.
Outpatient - Non-Hospital Based	20% after ded.	25% after ded.	30% after ded.	30% after ded.	20% after ded.	25% after ded.
Pharmacy Copays - 30 day	\$15/\$60/\$90	\$15/\$60/\$120	\$25/\$60/\$90	\$25/\$60/\$120	\$15/\$60/\$90	\$15/\$60/\$120
Pharmacy Copays - 90 day	\$30/\$120/\$180	\$30/\$120/\$240	\$50/\$120/\$180	\$50/\$120/\$240	\$30/\$120/\$180	\$30/\$120/\$240
Specialty Copays	30% after ded. \$0 if enrolled in Prudent Rx (30 days only)	30% after ded. \$0 if enrolled in Prudent Rx (30 days only)	30% after ded. \$0 if enrolled in Prudent Rx (30 days only)	30% after ded. \$0 if enrolled in Prudent Rx (30 days only)	30% after ded. \$0 if enrolled in Prudent Rx (30 days only)	30% after ded. \$0 if enrolled in Prudent Rx (30 days only)
HSA/HRA Contributions	N/A	N/A	N/A	N/A	\$500/\$750/\$1,000	\$500/\$750/\$1,000

• Projected 2027 claims before plan design changes (based on June 2026 projections): **\$179,860,000**

• Illustrated 2027 claims after plan design changes (based on June 2026 projections):

• Gallagher model does not break out by component but noted the most impactful design changes (ranked starting from most impactful) are deductible, coinsurance, maximum out-of-pocket, Rx copays, and then medical copays.

8/4/26 Tentative Agreement

02026 ARTHUR J. GALLAGHER & CO.

HR: *[Signature]*

SEIU: *[Signature]*

FOP: *[Signature]*
PCTA: *[Signature]*

PESPA: *[Signature]*

Option 4 PCS (Presented 7/30/26) Projected Contributions 2026 and 2027 Comparison																	
June 2026 Counts	Per Pay Period Employee Deduction (20 total deductions over for 10 months)		Per Pay Period PCSB Contribution (20 total contributions over for 10 months)		Employee Percent of Premium		PCSB Percent of Premium		Total Employee Premium Monthly Deductions (10 months)		Total Monthly Employee Deductions + PCSB Contributions (10 months)		Total Retiree Premium Monthly Cost (Paid every month for 12 months)		Total Annual Employee Deductions + PCSB Contributions		
	2026	2027	2026	2027	2026	2027	2026	2027	2026	2027	2026	2027	2026	2027	2026	2027	
Basic																	
801	EE Only	\$ 38.00	\$ 41.84	\$ 454.53	\$ 475.31	7.7%	8.1%	92.3%	91.9%	\$ 76.00	\$ 83.68	\$ 909.06	\$ 950.62	\$ 820.88	\$ 861.92	\$ 7,890,202	\$ 8,284,743
110	EE + Child	\$ 127.00	\$ 139.78	\$ 739.70	\$ 770.26	15.6%	15.4%	85.4%	84.6%	\$ 254.00	\$ 279.56	\$ 1,479.40	\$ 1,540.52	\$ 1,444.50	\$ 1,516.73	\$ 1,906,740	\$ 2,002,088
10	2 Board Family	\$ 73.00	\$ 145.16	\$ 1,329.46	\$ 1,467.68	5.2%	9.0%	94.8%	91.0%	\$ 146.00	\$ 290.32	\$ 2,658.92	\$ 2,935.36	\$ 2,337.43	\$ 2,688.07	\$ 280,494	\$ 322,568
47	EE + Spouse	\$ 137.00	\$ 205.19	\$ 837.31	\$ 934.75	14.1%	18.0%	85.9%	82.0%	\$ 274.00	\$ 410.38	\$ 1,674.62	\$ 1,869.50	\$ 1,623.85	\$ 1,899.90	\$ 915,846	\$ 1,071,544
127	Family	\$ 170.00	\$ 234.60	\$ 1,232.47	\$ 1,504.46	12.1%	13.5%	87.9%	86.5%	\$ 340.00	\$ 469.20	\$ 2,464.94	\$ 3,008.92	\$ 2,337.45	\$ 2,898.43	\$ 3,562,274	\$ 4,417,212
																\$ 14,555,556	\$ 16,098,155
CDHP																	
496	EE Only	\$ 77.00	\$ 84.72	\$ 454.53	\$ 473.38	14.5%	15.2%	85.5%	84.8%	\$ 154.00	\$ 169.44	\$ 909.06	\$ 945.76	\$ 885.88	\$ 930.17	\$ 5,272,698	\$ 5,536,352
108	EE + Child	\$ 191.00	\$ 210.10	\$ 739.70	\$ 767.13	20.5%	21.5%	79.5%	78.5%	\$ 382.00	\$ 420.20	\$ 1,479.40	\$ 1,534.26	\$ 1,551.17	\$ 1,628.72	\$ 2,010,303	\$ 2,110,817
19	2 Board Family	\$ 187.00	\$ 223.22	\$ 1,329.46	\$ 1,520.72	12.3%	12.8%	87.7%	87.2%	\$ 374.00	\$ 446.44	\$ 2,658.92	\$ 3,041.44	\$ 2,527.43	\$ 2,906.57	\$ 576,259	\$ 662,697
82	EE + Spouse	\$ 214.00	\$ 318.70	\$ 837.31	\$ 911.33	20.4%	25.9%	79.6%	74.1%	\$ 428.00	\$ 637.40	\$ 1,674.62	\$ 1,822.66	\$ 1,752.18	\$ 2,050.05	\$ 1,724,145	\$ 2,017,249
140	Family	\$ 284.00	\$ 393.95	\$ 1,232.47	\$ 1,486.47	18.7%	20.9%	81.3%	79.1%	\$ 568.00	\$ 787.90	\$ 2,464.94	\$ 2,972.92	\$ 2,527.45	\$ 3,134.05	\$ 4,246,116	\$ 5,265,204
																\$ 13,929,521	\$ 15,592,319
Select																	
3,392	EE Only	\$ 101.00	\$ 111.18	\$ 454.53	\$ 472.12	18.2%	19.1%	81.8%	80.9%	\$ 202.00	\$ 222.36	\$ 909.06	\$ 944.24	\$ 925.88	\$ 972.17	\$ 37,686,612	\$ 39,571,072
779	EE + Child	\$ 238.00	\$ 261.88	\$ 739.70	\$ 764.70	24.3%	25.5%	75.7%	74.5%	\$ 476.00	\$ 523.76	\$ 1,479.40	\$ 1,529.42	\$ 1,629.50	\$ 1,710.98	\$ 15,233,566	\$ 15,994,272
193	2 Board Family	\$ 256.00	\$ 281.70	\$ 1,329.46	\$ 1,541.59	16.1%	15.4%	83.9%	84.6%	\$ 512.00	\$ 563.40	\$ 2,658.92	\$ 3,083.18	\$ 2,642.43	\$ 3,038.82	\$ 6,119,914	\$ 7,037,899
643	EE + Spouse	\$ 264.00	\$ 373.67	\$ 837.31	\$ 914.85	24.0%	29.0%	76.0%	71.0%	\$ 528.00	\$ 747.34	\$ 1,674.62	\$ 1,829.72	\$ 1,895.52	\$ 2,147.53	\$ 14,162,795	\$ 16,570,367
1,135	Family	\$ 353.00	\$ 475.77	\$ 1,232.47	\$ 1,490.21	22.3%	24.2%	77.7%	75.8%	\$ 706.00	\$ 951.54	\$ 2,464.94	\$ 2,980.42	\$ 2,642.45	\$ 3,276.63	\$ 35,990,169	\$ 44,627,746
																\$ 109,192,057	\$ 123,801,356
Totals (all plans, all tiers) ->															\$ 137,577,134	\$ 155,491,831	

8/4/26 Tentative Agreement

HR: *[Signature]*

SEIU: *[Signature]*

FOP: *[Signature]*
PCTA: *[Signature]*

PESA: *[Signature]*