


**Date:** January 30, 2007 **Code:** TECHNICAL LETTER  
HR/Benefits 2007-04

**To:** Human Resources Directors  
Benefits Representatives

**From:** Gail Brooks   
Associate Vice Chancellor  
Human Resources

**Subject:** Benefits Update: The Consolidated Omnibus Budget Reconciliation Act of 1986 (COBRA) Continuation of Coverage Premium Rates Effective January 1, 2007

The purpose of this technical letter is to provide an updated list of COBRA Continuation of Coverage premium rates for the following benefits plans: CSU Vision Plan, CalPERS Medical Plans and CSU Dental Plan. COBRA rates are based on the entire premium amount per month, plus the 2% administrative fee.

**CSU Vision Plan**

The monthly rate for COBRA vision coverage through VSP for 2007 is: **\$9.31**.

**CSU Dental Plan**

The monthly insurance premium rates for the CSU Dental Plan, effective January 1, 2007, were previously announced in HR/Benefits 2006-10, and COBRA rates for 2007 are as follows:

<b>Delta Dental – Indemnity Plan</b>				
<b>Dental Plan</b>	<b>Group Number</b>	<b>Eligible Group</b>	<b>Enrollment</b>	<b>COBRA Premium</b>
<b>Delta Basic</b>	4918-2091	Public Safety (unit 8)	Single Person	<b>\$ 27.49</b>
	4918-2091	Excluded (E99 - except class 1237)	Two People	<b>\$ 51.93</b>
			Three or More	<b>\$104.28</b>
<b>Delta Enhanced Level I</b>	4918-3091	CMA Operating Engineers (Unit 10)	Single Person	<b>\$ 33.46</b>
	4918-3091	Excluded (E99 – class 1237 only)	Two People	<b>\$ 63.29</b>
		Teaching Associates (Unit 11)	Three or More	<b>\$130.45</b>
		SFSU Head Start Employees (Unit 12)		
<b>Delta Enhanced Level II</b>	4918-4091	Executive (M98)	Single Person	<b>\$ 41.40</b>
	4918-4091	Management Personnel Plan (M80)	Two People	<b>\$ 78.11</b>
	4918-4091	Confidential (C99)	Three or More	<b>\$152.61</b>
	4918-4091	Physicians (Unit 1)		
	4918-4091	CSEA (Units 2, 5, 7, 9)		
	4918-4091	Faculty (Unit 3)		
	4918-4091	Academic Support (Unit 4)		
	4918-4091	Skilled Crafts (Unit 6)		
	4918-4091	FERP Annuitants		

**Distribution:**

CSU Presidents  
Vice Chancellor, Human Resources

Payroll Managers

PMI DeltaCare				
Dental Plan	Group Number	Eligible Group	Enrollment	COBRA Premium
PMI Basic	2M76	Public Safety (Unit 8)	Single Person	\$ 17.88
	2M76	CMA Operating Engineers (Unit 10)	Two People	\$ 29.50
	2M76	Excluded (E99, including class 1237) Teaching Associates (Unit 11) SFSU Head Start Employees (Unit 12)	Three or More	\$ 43.61
PMI Enhanced	2M80	Executive (M98)	Single Person	\$ 23.76
	2M80	Management Personnel Plan (M80)	Two People	\$ 39.22
	2M80	Confidential (C99)	Three or More	\$ 57.99
	2M80	Physicians (Unit 1)		
	2M80	CSEA (Units 2, 5, 7, 9)		
	2M80	Faculty (Unit 3)		
	2M80	Academic Support (Unit 4)		
	2M80	Skilled Crafts (Unit 6)		
	2M80	FERP Annuitants		

**CalPERS Medical Plans**

CalPERS Medical Plans				
Plan Code	Plan Name	COBRA Premium Rates		
		1 Party	2 Party	3 Party
205	Blue Shield HMO	\$444.83	\$ 889.66	\$1,156.57
056	Kaiser	\$409.72	\$ 819.45	\$1,065.28
**	Kaiser Out-of-State	\$589.38	\$1,178.75	\$1,532.38
278	PERSCARE	\$777.12	\$1,554.24	\$2,020.51
222	PERS Choice	\$459.68	\$ 919.37	\$1,195.17
207	PORAC	\$447.78	\$ 838.44	\$1,065.90
282	Western Health Advantage	\$403.77	\$ 807.53	\$1,049.79

The COBRA Administrative Guide has been updated electronically with 2007 rate information, and can be viewed and/or downloaded from the CSU Benefits Website at the following URL:  
[http://www.calstate.edu/Benefits/healthcare/documents/2007V\\_CSUCOBRAAdminGuide.pdf](http://www.calstate.edu/Benefits/healthcare/documents/2007V_CSUCOBRAAdminGuide.pdf).

Questions regarding this Technical Letter may be directed Human Resources Administration at (562) 951-4411. This Technical Letter is also available on the Human Resources Administration's Web site at:  
<http://www.calstate.edu/HRAdm/memos.shtml>.

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