

TEACHERS (Appointed pre 07/1/2007)							
BUILDING ADMS (Appointed pre 07/01/2005)							
BOTH CAPPED AT \$2,000 ANNUAL FAMILY/\$1000 ANNUAL INDIVIDUAL							
	MONTHLY				PER PAY		
	Employee	Employer	Carrier		Employee	Employer	Carrier
Empire Ind	83.33	1,261.73	1,345.06		41.67	630.87	672.53
Empire Fam	166.66	3,009.21	3,175.87		83.33	1,504.61	1,587.94
HIP Ind	83.33	1,317.65	1,400.98		41.67	658.83	700.49
HIP Fam	166.66	3,265.78	3,432.44		83.33	1,632.89	1,716.22
TEACHERS (Appointed post 07/1/2007 to 12/31/16) \$2000 Family/\$1000 Individual							
	MONTHLY				PER PAY		
	Employee	Employer	Carrier		Employee	Employer	Carrier
Empire Ind	83.33	1,261.73	1,345.06		41.67	630.87	672.53
Empire Fam	166.66	3,009.21	3,175.87		83.33	1,504.61	1,587.94
HIP Ind	83.33	1,317.65	1,400.98		41.67	658.83	700.49
HIP Fam	166.66	3,265.78	3,432.44		83.33	1,632.89	1,716.22
TEACHERS (Appointed after 1/1/17)							
10% Individual and 15% family							
	MONTHLY				PER PAY		
	Employee	Employer	Carrier		Employee	Employer	Carrier
Empire Ind	134.51	1,210.55	1,345.06		67.25	605.28	672.53
Empire Fam	476.38	2,699.49	3,175.87		238.19	1,349.74	1,587.94
HIP Ind	140.10	1,260.88	1,400.98		70.05	630.44	700.49
HIP Fam	514.87	2,917.57	3,432.44		257.43	1,342.85	1,716.22
TEACHING ASSISTANTS							
Individual \$500 annual/Family \$1000 annual (12 month payroll)							
	MONTHLY				PER PAY		
	Employee	Employer	Carrier		Employee	Employer	Carrier
Empire Ind	41.66	1,303.40	1,345.06		20.83	651.70	672.53
Empire Fam	83.33	3,092.54	3,175.87		41.67	1,546.27	1,587.94
HIP Ind	41.66	1,359.32	1,400.98		20.83	679.66	700.49
HIP Fam	83.33	3,349.11	3,432.44		41.67	1,674.56	1,716.22

BUILDING ADMS 10% (Appointed post 07/1/2005 - 2/24/2017)

CENTRAL OFFICE MINISTRATOR

HIRED AFTER 2007

	MONTHLY			PER PAY		
	Employee	Employer	Carrier	Employee	Employer	Carrier
Empire Ind	134.51	1,210.55	1,345.06	67.25	605.28	672.53
Empire Fam	317.59	2,858.28	3,175.87	158.79	1,429.14	1,587.94
HIP Ind	140.10	1,260.88	1,400.98	70.05	630.44	700.49
HIP Fam	343.24	3,089.20	3,432.44	171.62	1,544.60	1,716.22

BUILDING ADMS (Appointed after 2/24/2017) 10% indiv, 15% family

	MONTHLY			PER PAY		
	Employee	Employer	Carrier	Employee	Employer	Carrier
Empire Ind	134.51	1,210.55	1,345.06	67.25	605.28	672.53
Empire Fam	476.38	2,699.49	3,175.87	238.19	1,349.74	1,587.94
HIP Ind	140.10	1,260.88	1,400.98	70.05	630.44	700.49
HIP Fam	514.87	2,917.57	3,432.44	257.43	1,458.79	1,716.22

CENTRAL OFFICE ADMS 0% (Appointed pre 01/1/2007)

	MONTHLY			PER PAY		
	Employee	Employer	Carrier	Employee	Employer	Carrier
Empire Ind	0.00	1,345.06	1,345.06	0.00	672.53	672.53
Empire Fam	0.00	3,175.87	3,175.87	0.00	1,587.94	1,587.94
HIP Ind	0.00	1,400.98	1,400.98	0.00	700.49	700.49
HIP Fam	0.00	3,432.44	3,432.44	0.00	1,716.22	1,716.22

Teamsters appointed prior to 7/1/16

12 Month - Individual 10%/Family 5%

	MONTHLY			PER PAY		
	Employee	Employer	Carrier	Employee	Employer	Carrier
Empire Ind	134.51	1,210.55	1,345.06	67.25	605.28	672.53
Empire Fam	158.79	3,017.08	3,175.87	79.40	1,508.54	1,587.94
HIP Ind	140.10	1,260.88	1,400.98	70.05	630.44	700.49
HIP Fam	171.62	3,260.82	3,432.44	85.81	1,630.41	1,716.22

Teamsters appointed 7/1/16 and after

12 Month - Individual 20%/Family 10%

	MONTHLY			PER PAY		
	Employee	Employer	Carrier	Employee	Employer	Carrier
Empire Ind	269.01	1,076.05	1,345.06	134.51	538.02	672.53
Empire Fam	317.59	2,858.28	3,175.87	158.79	1,429.14	1,587.94
HIP Ind	280.20	1,120.78	1,400.98	140.10	560.39	700.49
HIP Fam	343.24	3,089.20	3,432.44	171.62	1,544.60	1,716.22

Teamsters appointed prior to 7/1/16

10 Month - Individual 10%/Family 5%

	MONTHLY			PER PAY		
	Employee	Employer	Carrier	Employee	Employer	Carrier
Empire Ind	161.41	1,452.66	1,614.07	80.70	726.33	807.04
Empire Fam	190.55	3,620.49	3,811.04	95.28	1,810.25	1,905.52
HIP Ind	168.12	1,513.06	1,681.18	84.06	756.53	840.59
HIP Fam	205.95	3,912.98	4,118.93	102.97	1,956.49	2,059.46

Teamsters appointed 7/1/16 and after

10 Month - Individual 20%/Family 10%

	MONTHLY			PER PAY		
	Employee	Employer	Carrier	Employee	Employer	Carrier
Empire Ind	322.81	1,291.26	1,614.07	161.41	645.63	807.04
Empire Fam	381.10	3,429.94	3,811.04	190.55	1,714.97	1,905.52
HIP Ind	336.24	1,344.94	1,681.18	168.12	619.03	840.59
HIP Fam	411.89	3,707.04	4,118.93	205.95	1,706.20	2,059.46

TEAMSTER BETWEEN 20 AND 35 HRS PER WEEK (10 MONTH PAYROLL) 50%

	MONTHLY			PER PAY		
	Employee	Employer	Carrier	Employee	Employer	Carrier
Empire Ind	807.04	807.04	1,614.07	403.52	403.52	807.04
Empire Fam	1,905.52	1,905.52	3,811.04	952.76	952.76	1,905.52
HIP Ind	840.59	840.59	1,681.18	420.29	420.29	840.59
HIP Fam	2,059.46	2,059.46	4,118.93	1,029.73	1,029.73	2,059.46

CIVIL SERVICE 12 MONTH Grade 3,4,5						
Individual \$500 annual/Family \$1000 annual (12 month payroll)						
	MONTHLY			PER PAY		
	Employee	Employer	Carrier	Employee	Employer	Carrier
Empire Ind	41.66	1,303.40	1,345.06	20.83	651.70	672.53
Empire Fam	83.33	3,092.54	3,175.87	41.67	1,546.27	1,587.94
HIP Ind	41.66	1,359.32	1,400.98	20.83	679.66	700.49
HIP Fam	83.33	3,349.11	3,432.44	41.67	1,674.56	1,716.22

CIVIL SERVICE 12 MONTH Grade 6/7/8						
Individual \$700 annual/Family \$1400 annual (12 month payroll)						
(hired before July 1, 2017)						
	MONTHLY			PER PAY		
	Employee	Employer	Carrier	Employee	Employer	Carrier
Empire Ind	58.33	1,286.73	1,345.06	29.17	643.37	672.53
Empire Fam	116.66	3,059.21	3,175.87	58.33	1,529.61	1,587.94
HIP Ind	58.33	1,342.65	1,400.98	29.17	615.66	700.49
HIP Fam	116.66	3,315.78	3,432.44	58.33	1,521.49	1,716.22

CIVIL SERVICE 12 MONTH Grade 9/10						
Individual \$1000 annual/Family \$2000 annual (12 month payroll)						
(hired before July 1, 2017)						
	MONTHLY			PER PAY		
	Employee	Employer	Carrier	Employee	Employer	Carrier
Empire Ind	83.33	1,261.73	1,345.06	41.67	630.87	672.53
Empire Fam	166.66	3,009.21	3,175.87	83.33	1,504.61	1,587.94
HIP Ind	83.33	1,317.65	1,400.98	41.67	658.83	700.49
HIP Fam	166.66	3,265.78	3,432.44	83.33	1,632.89	1,716.22

CIVIL SERVICE 12 MONTH 10% Indiv, 15% Family 6/7/8/9/10						
(hired on or after July 1, 2017)						
10% Individual, 15% Family						
	MONTHLY			PER PAY		
	Employee	Employer	Carrier	Employee	Employer	Carrier
Empire Ind	134.51	1,210.55	1,345.06	67.25	605.28	672.53
Empire Fam	476.38	2,699.49	3,175.87	238.19	1,042.20	1,587.94
HIP Ind	140.10	1,260.88	1,400.98	70.05	630.44	700.49
HIP Fam	514.87	2,917.57	3,432.44	257.43	1,458.79	1,716.22

CIVIL SERVICE HOURLY 10 MONTH

**Individual \$150.00 annual/Family \$300 annual (10 month payroll)
(hired before July 1, 2017)**

	MONTHLY			PER PAY		
	Employee	Employer	Carrier	Employee	Employer	Carrier
Empire Ind	15.00	1,599.07	1,614.07	7.50	799.54	807.04
Empire Fam	30.00	3,781.04	3,811.04	15.00	1,890.52	1,905.52
HIP Ind	15.00	1,666.18	1,681.18	7.50	833.09	840.59
HIP Fam	30.00	4,088.93	4,118.93	15.00	2,044.46	2,059.46

CIVIL SERVICE HOURLY 10 MONTH

**Individual \$300 annual/Family \$600 annual (10 month payroll)
(hired on or after July 1, 2017)**

	MONTHLY			PER PAY		
	Employee	Employer	Carrier	Employee	Employer	Carrier
Empire Ind	30.00	1,584.07	1,614.07	15.00	792.04	807.04
Empire Fam	60.00	3,751.04	3,811.04	30.00	1,875.52	1,905.52
HIP Ind	30.00	1,651.18	1,681.18	15.00	825.59	840.59
HIP Fam	60.00	4,058.93	4,118.93	30.00	2,029.46	2,059.46

CIVIL SERVICE 10 MONTH Grade 3,4,5

Individual \$500 annual/Family \$1000 annual (10 month payroll)

	MONTHLY			PER PAY		
	Employee	Employer	Carrier	Employee	Employer	Carrier
Empire Ind	50.00	1,564.07	1,614.07	25.00	782.04	807.04
Empire Fam	100.00	3,711.04	3,811.04	50.00	1,855.52	1,905.52
HIP Ind	50.00	1,631.18	1,681.18	25.00	815.59	840.59
HIP Fam	100.00	4,018.93	4,118.93	50.00	2,009.46	2,059.46

CIVIL SERVICE 10 MONTH Grade 6/7/8

**Individual \$700 annual/Family \$1400 annual (10 month payroll)
(hired before July 1, 2017)**

	MONTHLY			PER PAY		
	Employee	Employer	Carrier	Employee	Employer	Carrier
Empire Ind	70.00	1,544.07	1,614.07	35.00	772.04	807.04
Empire Fam	140.00	3,671.04	3,811.04	70.00	1,835.52	1,905.52
HIP Ind	70.00	1,611.18	1,681.18	35.00	805.59	840.59
HIP Fam	140.00	3,978.93	4,118.93	70.00	1,825.78	2,059.46

CIVIL SERVICE 10 MONTH Grade 9/10

**Individual \$1000 annual/Family \$2000 annual (10 month payroll)
(hired before July 1, 2017)**

	MONTHLY			PER PAY		
	Employee	Employer	Carrier	Employee	Employer	Carrier
Empire Ind	100.00	1,514.07	1,614.07	50.00	757.04	807.04
Empire Fam	200.00	3,611.04	3,811.04	100.00	1,805.52	1,905.52
HIP Ind	100.00	1,581.18	1,681.18	50.00	790.59	840.59
HIP Fam	200.00	3,918.93	4,118.93	100.00	1,959.46	2,059.46

CIVIL SERVICE 10 MONTH 10% Indiv, 15% Family 6/7/8/9/10

**(hired on or after July 1, 2017)
10% Individual, 15% Family**

	MONTHLY			PER PAY		
	Employee	Employer	Carrier	Employee	Employer	Carrier
Empire Ind	161.41	1,452.66	1,614.07	80.70	726.33	807.04
Empire Fam	571.66	3,239.39	3,811.04	285.83	1,619.69	1,905.52
HIP Ind	168.12	1,513.06	1,681.18	77.96	756.53	840.59
HIP Fam	617.84	3,501.09	4,118.93	308.92	1,750.54	2,059.46