

**Exhibit 3 - 2016 Benchmark Survey of County Medical Plan Options and Rates**

<b>County</b>	<b>Medical Plans</b>	<b>Tiered or Composite Rates</b>	<b>Biweekly Premium</b>
<b>Contra Costa</b>	Contra Costa Health Plan - Basic Plan A	Tiered (3 tiers)	\$303.27/\$606.53/\$909.80
	Contra Costa Health Plan - Basic Plan B	Tiered (3 tiers)	\$336.18/\$672.36/\$1,008.53
	Kaiser HMO	Tiered (3 tiers)	\$346.06/\$692.12/\$1,038.18
	Kaiser HDHP HMO	Tiered (3 tiers)	\$216.97/\$433.94/\$650.92
	Health Net HMO	Tiered (3 tiers)	\$557.89/\$1,115.78/\$1,673.66
	Health Net PPO	Tiered (3 tiers)	\$758.49/\$1,516.98/\$2,275.48
<b>Kern</b>	Anthem POS (incl. dental & vision plan)	Tiered (3 tiers)	\$420.00/\$755.00/\$1,100.00
	Managed Care Systems EPO (incl. dental & vision plan)	Tiered (3 tiers)	\$210.00/\$390.00/\$565.00
	Kaiser HMO (incl. dental & vision plan)	Tiered (3 tiers)	\$225.00/\$435.00/\$615.00
	Kern Legacy Health Plan EPO/PPO (incl. dental & vision plan)	Tiered (3 tiers)	\$155.00/\$295.00/\$430.00
<b>Los Angeles</b>	Kaiser HMO	Tiered (3 tiers)	\$287.72/\$576.83/\$668.86
	UnitedHealthcare HMO	Tiered (3 tiers)	\$304.82/\$617.17/\$714.68
	UnitedHealthcare Choice Plus PPO	Tiered (3 tiers)	\$962.70/\$1,945.60/\$2,254.06
<b>Riverside</b>	County of Riverside Exclusive Care EPO	Tiered (3 tiers)	\$246.47/\$498.77/\$626.47
	Kaiser HMO	Tiered (3 tiers)	\$300.97/\$598.56/\$776.90
	UnitedHealthcare HMO	Tiered (3 tiers)	\$326.57/\$647.38/\$840.06
	UnitedHealthcare PPO	Tiered (3 tiers)	\$551.44/\$1,094.40/\$1,420.42
<b>San Bernardino</b>	Kaiser HMO	Tiered (3 tiers)	\$269.35/\$536.69/\$758.58
	Blue Shield Signature HMO	Tiered (3 tiers)	\$227.55/\$453.10/\$640.31
	Blue Shield PPO	Tiered (3 tiers)	\$422.29/\$858.55/\$1,331.47
<b>San Diego</b>	Kaiser Traditional HMO	Tiered (3 tiers)	\$229.98/\$459.95/\$650.83
	Anthem Blue Cross Select HMO	Tiered (3 tiers)	\$285.76/\$571.44/\$808.55
	Anthem Blue Cross CA Care/Full Access HMO	Tiered (3 tiers)	\$666.27/\$1,332.50/\$1,885.52
	Anthem Blue Cross Prudent Buyer PPO	Tiered (3 tiers)	\$553.37/\$1,106.73/\$1,566.02
	Kaiser HDHP HMO	Tiered (3 tiers)	\$179.53/\$359.05/\$508.06
	Anthem Blue Cross HDHP PPO	Tiered (3 tiers)	\$432.47/\$864.93/\$1,223.88
<b>San Joaquin</b>	Select Plan (self-funded, managed care)	Tiered (3 tiers)	\$406.89/\$813.78/\$1,139.29
	Premier Plan (self-funded, managed care)	Tiered (3 tiers)	\$441.05/\$882.10/\$1,234.94
	Kaiser HMO	Tiered (3 tiers)	\$320.25/\$640.50/\$906.29
<b>Santa Barbara</b>	Blue Shield EPO - Low Option (CSAC-EIA)	Tiered (3 tiers)	\$344.97/\$635.97/\$997.97
	Blue Shield EPO - High Option (CSAC-EIA)	Tiered (3 tiers)	\$399.47/\$736.97/\$1,155.97
	Blue Shield PPO (CSAC-EIA)	Tiered (3 tiers)	\$525.47/\$968.97/\$1,522.47
	Blue Shield HDHP PPO (CSAC-EIA)	Tiered (3 tiers)	\$300.97/\$536.97/\$843.47
	Kaiser HMO - Low Option	Tiered (3 tiers)	\$253.72/\$479.83/\$731.08
	Kaiser HMO - High Option	Tiered (3 tiers)	\$263.12/\$497.71/\$758.36
<b>Santa Clara</b>	Valley Health Plan HMO	Tiered (4 tiers)	\$409.54/\$860.03/\$737.16/\$1,187.66
	Kaiser HMO	Tiered (4 tiers)	\$327.42/\$687.58/\$589.36/\$949.51
	Health Net POS	Tiered (2 tiers)	\$552.40/\$1,169.58
<b>Ventura</b>	Ventura County Health Care Plan HMO	Composite	\$352.95
	UnitedHealthcare HMO - Network 1	Composite	\$540.08
	UnitedHealthcare HMO - Network 2	Composite	\$696.94
	UnitedHealthcare HMO - Network 3	Composite	\$813.40
	UnitedHealthcare HDHP PPO	Composite	\$652.54