

Analysis of 2022 Health Care Employee Contribution Rate

For budget discussion purposes only

Premiums

Plan	Premium	# of Employees
Individual Plan	\$ 1,196.12	15
Family Plan	\$ 2,763.74	8

Current Rate

Plan	Adopted Contribution Formula	Effective Rate	Employee Cost	WLS Cost	Annual Cost	Annual Employee Cost
Individual Plan	15% of individual premium	15%	\$179.42	\$1,016.70	\$183,006	\$2,153.02
Family Plan	15% of individual premium + 30% of difference between individual and family plan premium	24%	\$649.70	\$2,114.04	\$202,947	\$7,796.45
Total					\$385,954	

Equal % Rate Option

Plan	Contribution	Effective Rate	Employee Cost	WLS Cost	Annual Cost	Annual Employee Cost	Budget Impact
Individual Plan	15% of individual premium	15%	\$179.42	\$1,016.70	\$183,006	\$2,153.02	\$0
Family Plan	15% of family premium	15%	\$414.56	\$2,349.18	\$225,521	\$4,974.73	\$22,574
Total					\$408,528		

Flat 20% Family Rate Option

Plan	Contribution	Effective Rate	Employee Cost	WLS Cost	Annual Cost	Annual Employee Cost	Budget Impact
Individual Plan	15% of individual premium	15%	\$179.42	\$1,016.70	\$183,006	\$2,153.02	\$0
Family Plan	20% of family premium	20%	\$552.75	\$2,210.99	\$212,255	\$6,632.98	\$9,308
Total					\$395,262		

Cost Comparison to Salary Increases

Payroll	No Increase	0.50%	1.00%	3.00%	3.50%	4.00%
Full Time Salary	\$ 2,168,738	\$ 2,179,582	\$ 2,190,425	\$ 2,233,800	\$ 2,244,644	\$ 2,255,488
Annualized Hourly Pay	\$ 380,957	\$ 382,862	\$ 384,767	\$ 392,386	\$ 394,290	\$ 396,195
Total	\$ 2,549,695	\$ 2,562,443	\$ 2,575,192	\$ 2,626,186	\$ 2,638,934	\$ 2,651,683
Cost of Increase		\$ 12,748	\$ 25,497	\$ 76,491	\$ 89,239	\$ 101,988

Notes

Healthcare premiums, rates, enrollee counts, and contributions based on 2022 figures
Budget impact does not include assumed 18% healthcare cost increase in 2023 budget