

Insurance Plan Opt-Out Incentive **Example 1**

Plan Type	Employee Monthly Premium	City Monthly Cost	Monthly Opt Out Incentive	# Employees Opting Out	Employee Annual Incentive	City Annual Cost (2027 Plan)	City Annual Cost (Opt-Out)	Employer Annual Savings / Employee	Total City Annual Savings
Employee Only	\$113	\$642	\$208	0	\$2,500	\$7,704	-	\$7,704	-
Employee + Spouse	\$226	\$1,283	\$250	0	\$3,000	\$15,396	-	\$15,396	-
Employee + Child(ren)	\$215	\$1,219	\$250	0	\$3,000	\$14,628	-	\$14,628	-
Family	\$320	\$1,814	\$292	0	\$3,500	\$21,768	-	\$21,768	-
Total / All HMO Plans				0			-		-
Employee Only	\$116	\$1,046	\$167	0	\$2,500	\$12,552	-	\$12,552	-
Employee + Spouse	\$232	\$2,092	\$250	1	\$3,000	\$25,104	\$3,000	\$22,104	\$22,104
Employee + Child(ren)	\$221	\$1,988	\$250	0	\$3,000	\$23,856	-	\$23,856	-
Family	\$329	\$2,958	\$333	0	\$3,500	\$35,496	-	\$35,496	-
Total / All PPO Plans				1			\$3,000		\$22,104
Totals for Employee Participation in Insurance Opt-Out (Example)				1			\$3,000	-	\$22,104

Insurance Plan Opt-Out Incentive **Example 2**

Plan Type	Employee Monthly Premium	City Monthly Cost	Monthly Opt Out Incentive	# Employees Opting Out	Employee Annual Incentive	City Annual Cost (2027 Plan)	City Annual Cost (Opt-Out)	Employer Annual Savings / Employee	Total City Annual Savings
Employee Only	\$113	\$642	\$208	0	\$2,500	\$7,704	-	\$7,704	-
Employee + Spouse	\$226	\$1,283	\$250	0	\$3,000	\$15,396	-	\$15,396	-
Employee + Child(ren)	\$215	\$1,219	\$250	0	\$3,000	\$14,628	-	\$14,628	-
Family	\$320	\$1,814	\$292	1	\$3,500	\$21,768	\$3,500	\$18,268	\$18,268
Total / All HMO Plans				1			\$3,500		\$18,268
Employee Only	\$116	\$1,046	\$167	1	\$2,500	\$12,552	\$2,500	\$10,052	\$10,052
Employee + Spouse	\$232	\$2,092	\$250	1	\$3,000	\$25,104	\$3,000	\$22,104	\$22,104
Employee + Child(ren)	\$221	\$1,988	\$250	0	\$3,000	\$23,856	-	\$23,856	-
Family	\$329	\$2,958	\$333	1	\$3,500	\$35,496	\$3,500	\$31,996	\$31,996
Total / All PPO Plans				3			\$9,000		\$64,152
Totals for Employee Participation in Insurance Opt-Out (Example)				4			\$12,500	-	\$82,420

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