

City of Stephenville  
 Medical Insurance Comparison for Health Insurance Plan Year 2022-2023

Current Base Plan - BCBS 3000 Health Savings Account							
	# Covered	Per Month		Annual Cost	Annual HSA Contribution \$1,500	Employee Cost	
		City	Total				
Employee	96	\$ 420.28	\$ 40,346.88	\$ 484,162.56	\$ 144,000.00	\$ -	
Employee + Spouse	2	420.28	840.56	10,086.72	3,000.00	\$ 614.21	
Employee + Children	9	420.28	3,782.52	45,390.24	13,500.00	\$ 320.90	
Employee + Family	6	420.28	2,521.68	30,260.16	9,000.00	\$ 934.84	
<b>Total</b>	<b>113</b>		<b>\$ 47,491.64</b>	<b>\$ 569,899.68</b>	<b>\$ 169,500.00</b>		

Proposed Base Plan - BCBS 3000 Health Savings Account 1.5% Increase							
	# Covered	Per Month		Annual Cost	Annual HSA Contribution \$0	Employee Cost	
		City	Cost				Increase
Employee	96	\$ 425.85	\$ 40,881.60	\$ 490,579.20	-	\$ -	\$ -
Employee + Spouse	2	425.85	851.70	10,220.40	-	\$ 622.35	\$ 8.14
Employee + Children	9	425.85	3,832.65	45,991.80	-	\$ 325.15	\$ 4.25
Employee + Family	6	425.85	2,555.10	30,661.20	-	\$ 947.23	\$ 12.39
<b>Total</b>	<b>113</b>		<b>\$ 48,121.05</b>	<b>\$ 577,452.60</b>	<b>\$ -</b>		
Increase in cost to City				\$ 7,552.92	\$ (169,500.00)		

Current Buy Up Plan - BCBS 3000 PPO						
	# Covered	Per Month		Annual Cost	Employee Cost	
		City	Cost			
Employee	20	\$ 420.28	\$ 8,405.60	\$ 100,867.20	\$ 36.27	
Employee + Spouse	2	420.28	840.56	10,086.72	\$ 703.49	
Employee + Children	3	420.28	1,260.84	15,130.08	\$ 384.85	
Employee + Family	1	420.28	420.28	5,043.36	\$ 1,051.80	
<b>Total</b>	<b>26</b>		<b>\$ 10,927.28</b>	<b>\$ 131,127.36</b>		

Proposed Buy Up Plan - BCBS 3000 PPO						
	# Covered	Per Month		Annual Cost	Employee Cost	
		City	Cost			
Employee	20	\$ 425.85	\$ 8,517.00	\$ 102,204.00	\$ 36.75	
Employee + Spouse	2	425.85	851.70	10,220.40	\$ 712.81	\$ 9.32
Employee + Children	3	425.85	1,277.55	15,330.60	\$ 389.95	\$ 5.10
Employee + Family	1	425.85	425.85	5,110.20	\$ 1,065.74	\$ 13.94
<b>Total</b>	<b>26</b>		<b>\$ 11,072.10</b>	<b>\$ 132,865.20</b>		
Increase in cost to City				\$ 1,737.84		

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<b>Employees Opting Out - Current</b>				
	# Covered	Per Month		Annual
		City	Cost	Cost
Employee - on Medicare plan	4	\$ 420.28	\$ 1,681.12	\$ 20,173.44
Employee- on non-Medicare plan	19	\$ 210.14	\$ 3,992.66	\$ 47,911.92
<b>Total</b>	<b>23</b>		<b>\$ 5,673.78</b>	<b>\$ 68,085.36</b>

<b>Employees Opting Out - Proposed</b>				
	# Covered	Per Month		Annual
		City	Cost	Cost
Employee - on Medicare plan	4	\$ 425.85	\$ 1,703.40	\$ 20,440.80
Employee- on non-Medicare plan	19	\$ 212.93	\$ 4,045.58	\$ 48,546.90
<b>Total</b>	<b>23</b>		<b>\$ 5,748.98</b>	<b>\$ 68,987.70</b>
Increase in cost to City				<u>\$ 902.34</u>

				Current	Proposed	Inc/(Dec)
Total City Cost for all plans	162			\$ 769,112.40	\$ 779,305.50	\$ 10,193.10
Positions vacant	14			\$ 70,607.04	\$ 71,542.80	\$ 935.76
Dental	pppm 176	\$ 24.04		\$ 50,772.48	\$ 50,772.48	\$ -
New Benefits Teledoc + other	pppm 176	\$ 7.50		\$ 15,840.00	\$ 15,840.00	\$ -
New Basic Life/AD&D Employer Paid	pppm 176	\$ 3.68		\$ 7,772.16	\$ 7,772.16	\$ -
COBRA Administration	pppm 153	\$ 0.70		\$ 1,285.20	\$ 1,285.20	\$ -
HSA Administration	pppm 127	\$ 2.00		\$ 3,048.00	\$ 3,048.00	\$ -
FSA Administration	pppm 26	\$ 4.15		\$ 1,294.80	\$ 1,294.80	\$ -
Wellsprings Insurance Benefits Consultant				\$ 30,000.00	\$ 30,000.00	\$ -
HSA Contributions*				\$ 169,500.00	\$ 38,000.00	\$ (131,500.00)
<b>Total City Cost for insurance</b>				<u>1,119,232.08</u>	<u>\$ 998,860.94</u>	<u>\$ (120,371.14)</u>
Baseline Insurance				\$ 1,200,000.00	\$ 1,200,000.00	
Variance from Baseline				\$ 80,767.92	\$ 201,139.06	
Reduce by 9.9% maximum health insurance increase for year 2				\$ 83,132.22	\$ 84,233.98	
Amount Available for additional HSA Contributions				<u>\$ (2,364.30)</u>	<u>\$ 116,905.08</u>	

\*HSA Contributions for 21-22 were to pay \$300 HSA advance & \$50 per pay period 2 x a month for a total of 21-22  
 \*HSA Contributions for 22-23 are recommended at \$38,000 total for the year