

City of Stephenville
 Medical Insurance Comparison for Health Insurance Plan Year 2021-2022

Current Base Plan - UHC Choice Insurance AN-DQ									
	# Covered	Per Month				Annual Cost	Per Month		
		City	Subsidy	Total	Cost		Employee	Less Subsidy	Employee Cost
Employee	52	\$ 569.33	\$ -	\$ 569.33	\$ 29,605.16	\$ -	\$ -	\$ -	
Employee + Spouse	2	569.33	112.83	682.16	1,364.32	\$ 832.04	\$ (112.83)	\$ 719.21	
Employee + Children	8	569.33	58.93	628.26	5,026.08	\$ 434.68	\$ (58.93)	\$ 375.75	
Employee + Family	3	569.33	171.71	741.04	2,223.12	\$ 1,266.38	\$ (171.71)	\$ 1,094.67	
Total	65				\$ 38,218.68			\$ 458,624.16	

Proposed Buy Up Plan - BCBS 3.25% Disc w/Dental/Life/Vision										
	# Covered	Per Month				Annual Cost	Per Month			
		City	Subsidy	Total	Cost		Employee	Less Subsidy	Employee Cost	Increase
Employee	52	\$ 421.37	\$ -	\$ 421.37	\$ 21,911.24	\$ 36.36	\$ -	\$ 36.36	\$ 36.36	
Employee + Spouse	2	421.37	-	421.37	842.74	\$ 705.31	\$ -	\$ 705.31	\$ (13.90)	
Employee + Children	8	421.37	-	421.37	3,370.96	\$ 385.84	\$ -	\$ 385.84	\$ 10.09	
Employee + Family	3	421.37	-	421.37	1,264.11	\$ 1,054.52	\$ -	\$ 1,054.52	\$ (40.15)	
Total	65				\$ 27,389.05			\$ 328,668.60		
Increase in cost to City						\$ -	\$ -	\$ (129,955.56)		

Current Buy Down Plan - UHC AG-YB										
	# Covered	Per Month				Annual Cost	Per Month			
		City	Subsidy	Total	Cost		Employee	Less Subsidy	Employee Cost	
Employee	58	\$ 534.80		\$ 534.80	\$ 31,018.40	\$ -	\$ -	\$ -		
Employee + Spouse	1	534.80	96.88	631.68	631.68	\$ 414.36	\$ (96.88)	\$ 684.69		
Employee + Children	4	534.80	50.60	585.40	2,341.60	\$ 1,657.44	\$ (50.60)	\$ 357.72		
Employee + Family	2	534.80	147.44	682.24	1,364.48	\$ 828.72	\$ (147.44)	\$ 1,042.13		
Total	65				\$ 35,356.16	\$ 26,933.40	\$ 451,207.32			

Proposed HSA Base Plan - BCBS 3.25% Disc w/Dental/Life/Vision										
	# Covered	Per Month				Annual Cost	Per Month			
		City	Subsidy	Total	Cost		Employee	Less Subsidy	Employee Cost	
Employee	58	\$ 421.37	\$ -	\$ 421.37	\$ 24,439.46	\$ -	\$ -	\$ -		
Employee + Spouse	1	421.37	-	421.37	421.37	\$ -	\$ -	\$ 615.80	\$ (68.89)	
Employee + Children	4	421.37	-	421.37	1,685.48	\$ -	\$ -	\$ 321.73	\$ (35.99)	
Employee + Family	2	421.37	-	421.37	842.74	\$ -	\$ -	\$ 937.26	\$ (104.87)	
Total	65				\$ 27,389.05	\$ -	\$ 328,668.60			
Increase in cost to City						\$ -	\$ -	\$ (122,538.72)		

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Employees Opting Out - Current									
	# Covered	Per Month				Annual Cost	Per Month		
		City	Subsidy	Total	Cost		Employee	Less Subsidy	Employee Cost
Employee - on Medicare plan	2	\$ 569.33		\$ 569.33	\$ 1,138.66		\$ -	\$ -	
Employee - on Medicare plan	3	\$ 534.80		\$ 534.80	\$ 1,604.40				
Employee- on non-Medicare plan	1	\$ 284.68		\$ 284.68	\$ 284.68				
Employee- on non-Medicare plan	19	\$ 267.40		\$ 267.40	\$ 5,080.60		\$ -	\$ -	
Total	25			\$ 8,108.34		\$ 97,300.08			

Employees Opting Out - Proposed									
	# Covered	Per Month				Annual Cost	Per Month		
		City	Subsidy	Total	Cost		Employee	Less Subsidy	Employee Cost
Employee - on Medicare plan	5	\$ 421.37		\$ 421.37	\$ 2,106.85		\$ -	\$ -	
Employee- on non-Medicare plan	20	\$ 210.69		\$ 210.69	\$ 4,213.70		\$ -	\$ -	
Total	25			\$ 6,320.55		\$ 75,846.60			
Increase in cost to City				\$ (1,787.79)		\$ (21,453.48)			

				Current	Proposed	Savings
Total City Cost for all plans	155		\$	1,007,131.56	\$ 733,183.80	\$ 273,947.76
Positions vacant	13		\$	88,815.48	\$ 65,733.72	\$ 23,081.76
Dental	168	\$ 25.30	\$ 24.04	\$ 51,004.80	\$ 48,464.64	\$ 2,540.16
MDLive switch to New Benefits	168	\$ 5.50	\$ 7.50	\$ 11,088.00	\$ 15,120.00	\$ (4,032.00)
HSA Contributions including vacant positions*	78	\$ 600.00	\$ 1,500.00	\$ 46,800.00	\$ 117,000.00	\$ (70,200.00)
New Basic Life/AD&D Employer Paid	168		\$	-	\$ 6,604.00	\$ (6,604.00)
COBRA Administration	168	pppm	\$ 0.70	-	\$ 1,411.20	\$ (1,411.20)
HSA Administration	78	pppm	\$ 2.25	-	\$ 2,106.00	\$ (2,106.00)
FSA Administration	65	pppm	\$ 4.15	-	\$ 1,273.00	\$ (1,273.00)
Wellsprings Insurance Benefits Consultant				-	\$ 30,000.00	\$ (30,000.00)
Total City Cost for insurance				1,204,839.84	\$ 1,020,896.36	\$ 183,943.48
Baseline Insurance			\$	1,200,000.00	\$ 1,200,000.00	
Variance from Baseline			\$	(4,839.84)	\$ 179,103.64	
Reduce by 9.9% maximum health insurance increase for year 2					<u>\$ 79,092.83</u>	
Amount Available for additional HSA Contributions					<u>\$ 100,010.81</u>	
Possible HSA additional enrollment	65		1,500.00		\$ 97,500.00	
					\$ 2,510.81	

*Will be paid Quarterly in Advance

Pay \$300 HSA advance & \$50 per pay period 2 x a month