



CITY EMPLOYEES: BENEFITS AND HEALTH CARE COSTS

Comparison of Existing and Proposed Plans

	Current Plan FY 2020	Proposed 8.99% Plan	Proposed 15.9% Plan
Coverage	AETNA Health Network Option (HRA Plan)	Aetna HRA OA Elect Choice	Aetna HRA OA Elect Choice
Network	In-Network / Out-of-Network	In-Network	In-Network
Monthly Cost to City per employee	\$950.25	\$1,035.64	\$1,101.07
Deductible	\$1500/\$3000	\$2,000/\$4,000	\$1500/\$3000
Out of Pocket Max	\$3,000/\$6,000	\$3,500/\$7000	\$3,000/\$6,000

- Both proposed plans eliminate Out-of-Network benefits.
- Proposed changes are in Red; all other benefits will remain the same as current plan.
- Both proposed plans use the same provider network as provided in the current plan.

**Source of data provided by Gehring Group

Benefits of Renewing 8.99%

Recommendation for FY 20-21 is 8.9% with minimal plan changes

Factors for recommendations:

- **Lower cost to City (\$534,000 increase)**
8.99% saves \$534,000 vs 15.99% cost of \$943k
- **Lower cost to Employees with Family**
Employee Plus + One Dep will save \$13.08 /\$313.92
Employee + Family will save \$18.98/\$455.52

Additional Factors:

- Aetna Fund \$500 for Single Coverage and \$1,000 for Family Coverage in a Health Reimbursement Account (HRA) to offset deductible
- Staff recommend Employees elect Flexible Spending Accounts (FSA) to coverage additional healthcare expenditures

Employee Cost Share: Option 8.99%

AETNA - HRA PLAN WITH PLAN CHANGES AT +8.99%				
Tier of Coverage	CURRENT EMPLOYEE COST PER MONTH	PROPOSED EMPLOYEE COST PER MONTH	SEMI-MONTHLY PAYROLL DEDUCTION (24-DEDUCTIONS)	INCREASE PER PAY / YEAR
Employee Only	\$0	\$0	\$0	\$0
Employee + One	\$380.13	\$414.29	\$207.15	\$17.08 / \$409.92
Employee + Family	\$551.15	\$600.67	\$300.34	\$24.76 / \$594.24

AETNA - COPAYMENT BUY-UP PLAN WITH PLAN CHANGES AT +8.99%				
TIER OF COVERAGE	CURRENT EMPLOYEE COST PER MONTH	PROPOSED EMPLOYEE COST PER MONTH	SEMI-MONTHLY PAYROLL DEDUCTION (24-DEDUCTIONS)	INCREASE PER PAY / YEAR
Employee Only	\$91.79	\$126.31	\$63.16	\$17.26 / \$414.24
Employee + One	\$508.62	\$591.11	\$295.56	\$41.55 / \$977.20
Employee + Family	\$696.17	\$800.24	\$400.12	\$52.03 / \$1,248.72

**Source of data provided by Gehring Group

Employee Cost Share: Option 15.9%

AETNA - HRA PLAN 15.9%				
Tier of Coverage	CURRENT EMPLOYEE COST PER MONTH	PROPOSED EMPLOYEE COST PER MONTH	SEMI-MONTHLY PAYROLL DEDUCTION (24-DEDUCTIONS)	INCREASE PER PAY / YEAR
Employee Only	\$0	\$0	\$0	\$0
Employee + One	\$380.13	\$440.46	\$220.23	\$30.16 / \$723.84
Employee + Family	\$551.15	\$638.62	\$319.31	\$43.74 / \$1,049.76

AETNA - COPAYMENT BUY-UP PLAN 15.9%				
TIER OF COVERAGE	CURRENT EMPLOYEE COST PER MONTH	PROPOSED EMPLOYEE COST PER MONTH	SEMI-MONTHLY PAYROLL DEDUCTION (24-DEDUCTIONS)	INCREASE PER PAY / YEAR
Employee Only	\$91.79	\$106.36	\$53.18	\$7.28 / \$174.72
Employee + One	\$508.62	\$589.34	\$294.67	\$40.36 / \$968.64
Employee + Family	\$696.17	\$806.66	\$403.33	\$55.24 / \$1,325.76

**Source of data provided by Gehring Group