Medical Insurance Renewal Options/Considerations

Employee Healthcare Plan Options	Per Pay Period Increase		Total Annual Increase		Total Annual
	Employee	Family	Employee	Family	COS Cost Incr.
1) Same plan design & maintain same Employee contribution %	**$ 3.23**	**$ 13.73**	**$ 83.98**	**$ 356.98**	**$ 411,792**
2) Same plan design & increase Employee contribution by 1%	$ 6.11	$ 24.28	$ 158.86	$ 631.28	$ 358,945
3) (Opt 1) Increase deduct to $400, maintain same Employee contribution %	$ 2.61	$ 11.11	$ 67.86	$ 288.86	$ 331,945
4) (Opt 1) Increase deduct to $400, increase Employee contribution by 1%	$ 5.43	$ 21.45	$ 141.18	$ 557.70	$ 279,638
5) (Opt 2) Increase deduct to $500, maintain same Employee contribution %	$ 2.05	$ 8.70	$ 53.30	$ 226.20	$ 261,341
6) (Opt 2) Increase deduct to $500, increase Employee contribution by 1%	$ 4.81	$ 18.85	$ 125.06	$ 490.10	$ 209,945

Evaluation of the leave it "*as is*" option & the Staff recommendation

1) Same plan design & maintain same Employee contribution %	**$ 3.23**	**$ 13.73**	**$ 83.98**	**$ 356.98**	**$ 411,792**
4) (Opt 1) Increase deduct to $400, increase Employee contribution by 1%	$ 5.43	$ 21.45	$ 141.18	$ 557.70	$ 279,638
Difference between the two options:	*$ 2.20*	*$ 7.72*	*$ 57.20*	*$ 200.72*	***$ (132,154.00)***