



Board of Commissioners Board Meeting

**Agenda Item V.e.
September 6, 2018**

SUBJECT: Discussion of Employee Health Insurance Contribution Rates for 2019.

SUBMITTING DEPARTMENT: Finance & Administration

EXECUTIVE DIRECTOR APPROVAL:

BACKGROUND INFORMATION:

To continue the health insurance discussion, staff are presenting a modified option two as discussed at the last meeting. The modification proposes that those with an employee only plan would pay 5% of the premium. If you have dependents on the plan, you would pay 10% of the premium. The District would cover the remainder of the premium. The opt-out insurance be adjusting from \$5,700 per year to \$2,850 per year.

Pros for Option Two:

- The employee portion of the premium will be more in line with the District's comparable park districts.
- Employee's will have a buy-in/stake in the premium cost.
- Employee's with dependent's will see reduced premium costs to participate in the District plan.
- More employee's may choose to go on the District's plan due to the reduced opt-out incentive and more affordable family options; more employees on the plan could improve the District's rates by expanding/diversifying the census and future claim history.

Cons for Option Two:

- Employees that select the single option will pay some of their own premium.
- Employees that select the opt-out incentive will receive less.
- If more employees go onto the District's insurance, it could cost the District more overall.

Employee Month Cost of the Premium

Plan	Employee Only	Employee Plus Child	Employee Plus Spouse	Family
HSA	29.48	96.66	125.88	163.59
HMO	29.76	97.60	127.11	165.18
PPO	35.39	116.05	151.14	196.41