

**Medical/Dental Benefit Plans - Variable Contribution Rates**  
 Plan Year (PY) 2020-21

	Premium	Employee Monthly Premium	Employer Monthly Cost	Employee Cost	
<b>Medical</b>					
<b>Plan I (HDHP w/HSA)</b>					
				w Incentive	w/o Incentives
Employee Only	\$376.06	\$0.00	\$376.06	\$0.00	\$50.00
Employee/Spouse	\$887.04	\$479.38	\$407.66	\$479.38	\$529.38
Employee/Children	\$541.66	\$157.12	\$384.54	\$157.12	\$207.12
Employee /Family	\$1,032.70	\$611.14	\$421.56	\$611.14	\$661.14
<b>City HSA Contribution = \$ 112.75 per month</b>					
<b>Medical</b>					
<b>Plan II (Co-Pay)</b>					
				w Incentives	w/o Incentives
Employee Only	\$480.32	\$25.00	\$455.32	\$25.00	\$75.00
Employee/Spouse	\$1,134.02	\$615.22	\$518.80	\$615.22	\$665.22
Employee/Children	\$692.48	\$220.04	\$472.44	\$220.04	\$270.04
Employee /Family	\$1,320.20	\$783.64	\$536.56	\$783.64	\$833.64
<b>Dental Plans</b>					
<b>Low Plan (Orthodontia to age 26)</b>					
Employee Only	\$24.70	\$0.00	\$24.70		
Employee/Spouse	\$49.32	\$24.62	\$24.70		
Employee/Children	\$54.06	\$29.36	\$24.70		
Employee /Family	\$84.02	\$59.32	\$24.70		
<b>Dental Plans</b>					
<b>High Plan (Orthodontia any age)</b>					
Employee Only	\$29.24	\$4.54	\$24.70		
Employee/Spouse	\$58.36	\$33.66	\$24.70		
Employee/Children	\$63.94	\$39.24	\$24.70		
Employee /Family	\$99.42	\$74.72	\$24.70		

**Note: Rates based on monthly amount.**

### Variable Contribution Method

Proposed v. Current Employer Cost - FY 2021					Proposed v. Current Employee Cost - FY 2021				
	Proposed Cost	Current Cost	Estimated Increase/ (Decrease)	% of Increase		Proposed Cost	Current Cost	Estimated Increase/ (Decrease)	% of Increase
Medical	\$5,558,395	\$5,024,398	\$533,998	10.63%	Medical	\$1,353,313	\$1,225,484	\$127,829	10.43%
Dental	\$337,600	\$314,091	\$23,509	7.48%	Dental	\$324,051	\$301,410	\$22,641	7.51%
<b>Total</b>	<b>\$5,895,995</b>	<b>\$5,338,488</b>	<b>\$557,507</b>	<b>10.44%</b>	<b>Total</b>	<b>\$1,677,365</b>	<b>\$1,526,894</b>	<b>\$150,470</b>	<b>9.85%</b>

### Defined Contribution Method

Proposed v. Current Employer Cost - FY 2021					Proposed v. Current Employee Cost - FY 2021				
	Proposed Cost	Current Cost	Estimated Increase/ (Decrease)	% of Increase		Proposed Cost	Current Cost	Estimated Increase/ (Decrease)	% of Increase
Medical	\$5,504,098	\$5,024,398	\$479,701	9.55%	Medical	\$1,378,371	\$1,225,484	\$152,887	12.48%
Dental	\$337,600	\$314,091	\$23,509	7.48%	Dental	\$324,051	\$301,410	\$22,641	7.51%
<b>Total</b>	<b>\$5,841,698</b>	<b>\$5,338,488</b>	<b>\$503,210</b>	<b>9.43%</b>	<b>Total</b>	<b>\$1,702,422</b>	<b>\$1,526,894</b>	<b>\$175,528</b>	<b>11.50%</b>