



FY2025 Health Insurance Summary

Current Town and Employee Contributions										
Medical Plan	Coverage	# Participant	2025 Invoice	Town Cost	FT Emp (mo)	Town %	Emp %	Town Highest Cost	Yearly Town Cost per Employee	Yearly Employee Cost
Plan A AB20(01)-RX10/20/45 (platinum \$0 deduct)	Single	7	\$1,320.84	\$1,320.84	\$0.00	100%	0%	\$110,950.56	\$15,850	\$0
	Couple	4	\$2,641.67	\$1,981.25	\$660.42	75%	25%	\$95,100.12	\$23,775	\$7,925
	Family	1	\$3,566.26	\$2,674.70	\$891.57	75%	25%	\$32,096.34	\$32,096	\$10,699
Plan B ABSOS20/40/1KDED (Gold \$1K deduct)	Single	3	\$1,094.04	\$1,094.04	\$0.00	100%	0%	\$39,385.44	\$13,128	\$0
	Couple	1	\$2,188.08	\$1,981.25	\$206.83	91%	9%	\$23,775.03	\$23,775	\$2,482
	Family	6	\$2,953.90	\$2,674.70	\$279.21	91%	9%	\$192,578.04	\$32,096	\$3,350
NO ELECTION		5	\$108.33	\$108.33		100%	0%	\$6,499.80	\$1,300	\$0
MC3(01)-RX10/20/45	Single		\$834.92			0%	0%		\$0	\$0
MCNRX(01)	Single		\$333.92			0%	0%		\$0	\$0
		27						TOTAL	\$500,385.33	
								Add 3 at highest plan	\$96,289.02	
								TOTAL BUDGET	\$596,674.35	

- Town pays 100% for single coverage and 75% for couple/family coverage of Plan A (zero deductible)
- Town pays the town portion of Plan A for same Plan B (\$1K deductible) coverage. This equates to town paying 91% for couple/family gold plans (100% of single plan)
- If employee does not sign up for health insurance, town pays employee \$1300 per year bonus.
- Budget estimated based on all participants being full-time (\$500,385) plus 3 additional participants at highest rate plan in case of mid-year additions (\$96,289). Total equals \$596,674



Employee Handbook Health Insurance Details

- The Town provides full-time employees with health insurance. **The Town will offer 3 insurance plan options: A, B, and C. The Town pays 100% of the premium for the single coverage plan for full-time employees and pays 75% of the premium for 2-person and family plans with eligible dependents for plan option B.**
- Employees may elect which plan option they want to enroll in. **Employees electing option A will be responsible for paying the additional premium (difference between plan option A and B) to maintain that coverage option, and employees electing option C will be responsible for the balance of the premium due (difference between plan option B and C) plus any deductible.**
- Coverage begins on the first day of the month following the date of hire (given application for insurance benefits has been provided prior to the eligibility date).
- Full-time employees that opt not to take the health insurance benefit will receive \$25 per week in lieu of benefits.
- Full-time employees who have health coverage from another source must provide proof of coverage from the outside source, such as a spouse's health insurance plan.
- Part-time employees who work a minimum of 32 hours per week may participate in the health insurance program for themselves and their eligible dependents. Similarly, the Town pays 75% of the single coverage plan and 75% of the 75% for 2-person and family plans with eligible dependents for plan option B.



Employee Handbook vs 2025 Actual Benefits

Employee Handbook	2025 Actual Benefit
Offers three health plans (Plan A, Plan B, Plan C)	Offered only two health plans (Plan A, Plan B)
Employer health insurance contribution is <ul style="list-style-type: none">• 100% of single coverage of Plan B• 75% of couple/family coverage of Plan B	Employer health insurance contribution was <ul style="list-style-type: none">• 100% of single coverage of Plan A• 75% of couple/family coverage of Plan A
If employee enrolls in Plan A, the employee is responsible for paying additional premiums between Plan A and Plan B and is responsible for any difference in premium if Plan C is chosen	Since the town based the contribution rates on the highest cost plan (Plan A), the town paid the difference in cost from Plan B to Plan A, not the employee
Town pays <ul style="list-style-type: none">• 75% of the cost of Plan B for couple/family• 83% of the Plan A cost for single coverage• 62% of the Plan A cost for couple/family coverage	Town pays <ul style="list-style-type: none">• 91% of the cost of Plan B for couple/family• 100% of the Plan A cost for single coverage• 75% of the Plan A cost for couple/family coverage
Keeping same enrollment, budget should have been \$502,099 which is a \$94,575 (15.9%) reduction in appropriation.	FY2025 budget appropriation was \$596,674



Health Insurance Summary per Employee Handbook

CORRECTED - Town and Employee Contributions per Employee Handbook										
Medical Plan	Coverage	# Participant	2025 Invoice	Town Cost	FT Emp (mo)	Town %	Emp %	Town Highest Cost	Yearly Town Cost per Employee	Yearly Employee Cost
Plan A AB20(01)-RX10/20/45 (platinum \$0 deduct)	Single	7	\$1,320.84	\$1,094.04	\$226.80	83%	17%	\$91,899.36	\$13,128	\$2,722
	Couple	4	\$2,641.67	\$1,641.06	\$1,000.61	62%	38%	\$78,770.88	\$19,693	\$12,007
	Family	1	\$3,566.26	\$2,215.43	\$1,350.84	62%	38%	\$26,585.10	\$26,585	\$16,210
Plan B ABSOS20/40/1KDED (Gold \$1K deduct)	Single	3	\$1,094.04	\$1,094.04	\$0.00	100%	0%	\$39,385.44	\$13,128	\$0
	Couple	1	\$2,188.08	\$1,641.06	\$547.02	75%	25%	\$19,692.72	\$19,693	\$6,564
	Family	6	\$2,953.90	\$2,215.43	\$738.48	75%	25%	\$159,510.60	\$26,585	\$8,862
Plan C ABSOS25/50/3KDED (Silver \$3K deduct)	Single	0	\$849.28	\$849.28	\$0.00	100%	0%	\$0.00	\$10,191	\$0
	Couple	0	\$1,698.56	\$1,641.06	\$57.50	97%	3%	\$0.00	\$19,693	\$690
	Family	0	\$2,293.05	\$2,215.43	\$77.63	97%	3%	\$0.00	\$26,585	\$932
NO ELECTION		5	\$108.33	\$108.33		100%	0%	\$6,499.80	\$1,300	\$0
		27						TOTAL	\$422,343.90	
								Add 3 at highest plan	\$79,755.30	
								TOTAL BUDGET	\$502,099.20	
								Difference to current	(\$94,575.15)	

- Town pays 100% for single coverage and 75% for couple/family coverage of Plan B (\$1K deductible)
- Town pays the town portion of Plan B for same Plan A (zero deductible) coverage or same Plan C (\$3K deductible).
- If employee does not sign up for health insurance, town pays employee \$1300 per year bonus.
- Keeping same enrollment, budget would have been \$502,099 which is \$94,575 (15.9%) reduction in appropriation.



Suggestions based on 8/6 meeting with HealthTrust

- ❑ Investigate eliminating the Access Blue AB20 zero deductible plan and offer Access Blue ABSOS deductible plans (\$1K/\$3K/\$5K) if demand is not high
- ❑ Utilize employer funded Flexible Spending Account (FSA) with a town contribution of up to \$500 per employee in addition to employee contribution that can be used for health expenses (copayments, deductibles, etc)
- ❑ Utilize employer funded Health Reimbursement Account (HRA) to provide reimbursements for qualified medical expenses, such as copays, deductibles, etc. For example,
 - \$500 per year for single coverage
 - \$1000 per year for couple coverage
 - \$1500 per year for family coverage



Suggestions based on 8/6 meeting with HealthTrust

- Use Site of Service (SoS) providers to reduce or eliminate copays and deductibles
- HealthTrust offered to provide a one-hour overview of benefits for employees with question-and-answer session during our enrollment period
- Work with benefits consultant to investigate costs of going direct to Anthem for employee health insurance versus self-insured risk pool.



HealthTrust Dental Insurance Suggestion

- ❑ The Town provides full-time employees with dental insurance. The Town pays 100% of the premium for full-time employees. Eligible dependents may receive coverage at the employees' expense.
- ❑ Town offers two plans
 - Option 5 is flex plan that covers only 50% preventive/basic and no major dental - \$500/yr max
 - Option 1C is flex plan that covers 100% preventive, 80% basic, \$500 major dental - \$1000/yr max
- ❑ HealthTrust stated that our rates are higher than typical because we offer two dental plans (most municipalities only offer one plan)
- ❑ There are only four (4) employees who are enrolled in the very limited option 5 flex plan
- ❑ If the Town only offers the 1C flex plan, the rate gets reduced by 9.1%

Current

Dental Plan	Coverage	Monthly Cost	Town Cost	Employee Cost	Town %	Employee %
OPTION 5 FLX	Single	\$ 18.80	\$ 18.80	\$ -	100%	0%
OPTION 5 FLX	2-Person	\$ 36.76	\$ 18.80	\$ 17.96	51%	49%
OPTION 5 FLX	Family	\$ 72.37	\$ 18.80	\$ 53.57	26%	74%
OPTION 1C FLX	Single	\$ 54.36	\$ 54.36	\$ -	100%	0%
OPTION 1C FLX	2-Person	\$ 105.04	\$ 54.36	\$ 50.68	52%	48%
OPTION 1C FLX	Family	\$ 189.38	\$ 54.36	\$ 135.02	29%	71%

Recommended

Dental Plan	Coverage	Monthly Cost	Town Cost	Employee Cost	Town %	Employee %
OPTION 5 FLX	Single	\$ 18.80	\$ 18.80	\$ -	100%	0%
OPTION 5 FLX	2-Person	\$ 36.76	\$ 18.80	\$ 17.96	51%	49%
OPTION 5 FLX	Family	\$ 72.37	\$ 18.80	\$ 53.57	26%	74%
OPTION 1C FLX	Single	\$ 49.42	\$ 49.42	\$ -	100%	0%
OPTION 1C FLX	2-Person	\$ 95.48	\$ 49.42	\$ 46.06	52%	48%
OPTION 1C FLX	Family	\$ 172.16	\$ 49.42	\$ 122.74	29%	71%