

To: Common Council Finance and Personnel Committee

From: Michael Brady, Employee Benefits

Re: Resolution 020461  
Report and Reply

The attached file would increase the employee share of health care costs by 15% according to discussions with LRB staff and newspaper articles. At the time of request for Report and Reply the file had not been filled.

The impact of this is reflected in the attached rate chart for 2003, showing a 15% increase in the cost of health and dental plans for all active employees. As you understand, health and dental benefits and co-payments are negotiated benefits that can only be changed by the Common Council following the labor negotiation process.

With this said the proposal as stated for active employees and retirees under 65 would likely reduce the City's share of health care costs \$8 to \$10M.



**2003 Health Care Costs with 15% Employee share or 85% City share**

	<b>total single</b>	<b>City share</b>	<b>Employee share</b>	<b>total family</b>	<b>City share</b>	<b>Employee share</b>
Aurora Family Network	\$307.10	\$307.10	0	\$838.38	\$838.38	0
Aurora Family Network (with 15%):	\$307.10	\$261.03	\$46.06	\$838.38	\$712.62	\$125.76
CompcareBlue Traditional Network:	\$341.22	\$307.10	\$34.12	\$931.53	\$838.38	\$93.15
CompcareBlue Trad. Net. (with 15%)	\$341.22	\$261.03	\$80.19	\$931.53	\$712.62	\$218.91
Basic Plan (if at 100% low cost)	\$479.91	\$307.10	\$172.81	\$1146.82	\$838.38	\$308.44
Basic Plan (with 15%)	\$479.91	\$261.03	\$218.88	\$1146.82	\$712.62	\$434.20
Basic Plan (at \$50/\$100 co-pay)	\$479.91	\$429.91	\$50.00	\$1146.82	\$1046.82	\$100.00
Basic Plan (at 15%)	\$479.91	\$407.92	\$71.99	\$1146.82	\$974.80	\$172.02

**2003 Dental Costs with City Share 85% of \$13 Single and \$37.50 Family or 15% additional Employee Share**

	<b>total single</b>	<b>City share</b>	<b>Employee share</b>	<b>total family</b>	<b>City share</b>	<b>Employee share</b>
Care-Plus	\$23.20	\$13.00	\$10.20	\$64.09	\$37.50	\$26.59
Care-Plus with 15%	\$23.20	\$11.05	\$12.15	\$64.09	\$31.88	\$32.21
DentalBlue	\$22.96	\$13.00	\$9.96	\$68.88	\$37.50	\$31.38
DentalBlue with 15%	\$22.96	\$11.05	\$11.91	\$68.88	\$31.88	\$37.00
First Commonwealth	\$22.52	\$13.00	\$9.52	\$67.94	\$37.50	\$30.44
FCW with 15%	\$22.52	\$11.05	\$11.47	\$67.94	\$31.88	\$36.06
WPS/Delta Dental (197)	\$23.10	\$13.00	\$10.10	\$79.56	\$37.50	\$42.06
DD (197) with 15%	\$23.10	\$11.05	\$12.05	\$79.56	\$31.88	\$47.68