

City of North Port
Employee Benefits Executive Cost Summary
Effective Date: October 1, 2017

No Increase To Employees

Current

100% Completed Incentive & Non-Tobacco User

	Enroll	Cigna				EE % Prem	Cigna				EE % Prem
		Employer	Employee	Total			Employer	Employee	EE Per Pay	Total	
Medical		Cigna				Cigna					
HMO Base Plan		310									
Employee	139	\$515.08	\$0.00	\$515.08	0.0%	\$525.38	\$0.00	\$0.00	\$525.38	0.0%	
Employee + Spouse	46	\$764.11	\$304.36	\$1,068.47	28.5%	\$785.48	\$304.36	\$140.48	\$1,089.84	27.9%	
Employee + Child(ren)	61	\$719.88	\$250.31	\$970.19	25.8%	\$739.28	\$250.31	\$115.53	\$989.59	25.3%	
Employee + Family	64	\$1,020.10	\$617.24	\$1,637.34	37.7%	\$1,052.85	\$617.24	\$284.88	\$1,670.09	37.0%	
PPO		111									
Employee	53	\$515.08	\$2.32	\$517.40	0.4%	\$525.43	\$2.32	\$1.07	\$527.75	0.4%	
Employee + Spouse	18	\$764.11	\$309.16	\$1,073.27	28.8%	\$785.58	\$309.16	\$142.69	\$1,094.74	28.2%	
Employee + Child(ren)	14	\$719.88	\$254.67	\$974.55	26.1%	\$739.37	\$254.67	\$117.54	\$994.04	25.6%	
Employee + Family	26	\$1,020.10	\$624.60	\$1,644.70	38.0%	\$1,052.99	\$624.60	\$288.28	\$1,677.59	37.2%	
HDHP		86									
Employee	51	\$499.91	\$0.00	\$499.91	0.0%	\$509.91	\$0.00	\$0.00	\$509.91	0.0%	
Employee + Spouse	9	\$875.87	\$161.13	\$1,037.00	15.5%	\$896.61	\$161.13	\$74.37	\$1,057.74	15.2%	
Employee + Child(ren)	8	\$809.10	\$132.51	\$941.61	14.1%	\$827.93	\$132.51	\$61.16	\$960.44	13.8%	
Employee + Family	18	\$1,262.35	\$326.76	\$1,589.11	20.6%	\$1,294.13	\$326.76	\$150.81	\$1,620.89	20.2%	
Annual Total	507	\$4,274,061	\$1,231,891	\$5,505,952		\$4,384,179	\$1,231,891		\$5,616,069		
\$ Increase		N/A	N/A	N/A		\$110,118	\$0		\$110,118		
% Increase		N/A	N/A	N/A		2.6%	0.0%		2.0%		
H.S.A.											
H.S.A.											
Employee	51	\$2,600.00	\$0.00	\$2,600.00		\$2,600.00	\$0.00	\$0.00	\$2,600.00		
Employee + Family	35	\$2,600.00	\$0.00	\$2,600.00		\$2,600.00	\$0.00	\$0.00	\$2,600.00		
Annual Total	86	\$223,600	\$0	\$223,600		\$223,600	\$0		\$223,600		
\$ Increase		N/A	N/A	N/A		\$0	\$0		\$0		
% Increase		N/A	N/A	N/A		0.0%	0.0%		0.0%		
Dental		Cigna				Cigna					
Basic PPO		Renewal 10/1/2017				10/1/2019					
Employee	229	\$31.81	\$0.00	\$31.81	0.0%	\$33.71	\$0.00	\$0.00	\$33.71	0.0%	
Employee + Spouse	97	\$44.63	\$15.67	\$60.29	26.0%	\$48.23	\$15.67	\$7.23	\$63.89	24.5%	
Employee + Child(ren)	66	\$50.43	\$22.75	\$73.18	31.1%	\$54.80	\$22.75	\$10.50	\$77.55	29.3%	
Employee + Family	140	\$63.31	\$38.48	\$101.79	37.8%	\$69.38	\$38.48	\$17.76	\$107.86	35.7%	
Annual Total	532	\$285,659	\$100,898	\$386,557		\$308,729	\$100,898		\$409,627		
\$ Increase		N/A	N/A	N/A		\$23,070	\$0		\$23,070		
% Increase		N/A	N/A	N/A		8.1%	0.0%		6.0%		
Vision		EyeMed				EyeMed					
Vision		Renewal 10/1/2019				10/1/2019					
Employee	248	\$3.47	\$0.00	\$3.47	0.0%	\$3.47	\$0.00	\$0.00	\$3.47	0.0%	
Employee + Family	271	\$7.41	\$4.82	\$12.23	39.4%	\$7.41	\$4.82	\$2.22	\$12.23	39.4%	
Annual Total	519	\$34,431	\$15,668	\$50,099		\$34,431	\$15,668		\$50,099		
\$ Increase		N/A	N/A	N/A		\$0	\$0		\$0		
% Increase		N/A	N/A	N/A		0.0%	0.0%		0.0%		
Basic Life and AD&D		Cigna				Cigna					
Basic Life and AD&D		Renewal 10/1/2017				10/1/2019					
Assuming Volume of:		\$26,717,400		\$26,717,400		\$26,717,400			\$26,717,400		
Basic Life Rate		\$0.08		\$0.08		\$0.14			\$0.14		
Basic AD&D Rate		\$0.02		\$0.02		\$0.02			\$0.02		
Total Rate/\$1000		\$0.10		\$0.10		\$0.16			\$0.16		
Annual Total		\$32,061		\$32,061		\$51,297			\$51,297		
\$ Increase		N/A		N/A		\$19,237			\$19,237		
% Increase		N/A		N/A		60.0%			60.0%		
Long Term Disability		Cigna				Cigna					
Assuming Volume of:		\$4,351,136		\$4,351,136		\$4,351,136			\$4,351,136		
LTD		Age Banded Rates				Age Banded Rates					
Annual Total		\$26,472		\$26,472		\$26,472			\$26,472		
\$ Increase		N/A		N/A		\$0			\$0		
% Increase		N/A		N/A		0.0%			0.0%		

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Enroll	Cigna				EE % Prem	Cigna				EE % Prem
	Employer	Employee	Total			Employer	Employee	EE Per Pay	Total	
Short Term Disability	Cigna					Cigna				
Assuming Volume of:	\$342,845		\$342,845			\$342,845			\$342,845	
Basic STD	\$0.085		\$0.085			\$0.140			\$0.140	
Assuming Volume of:	\$55,343		\$55,343			\$55,343			\$55,343	
Buy Up STD	\$0.100		\$0.100			\$0.170			\$0.170	
Annual Total	\$41,611		\$41,611			\$68,888			\$68,888	
\$ Increase	N/A		N/A			\$27,277			\$36,827	
% Increase	N/A		N/A			65.6%			114.9%	
ANNUAL TOTAL	\$4,917,894	\$1,348,458	\$6,266,352			\$5,097,595	\$1,348,458		\$6,446,053	
\$ Increase	N/A	N/A	N/A			\$179,701	\$0		\$179,701	
% Increase	N/A	N/A	N/A			3.7%	0.0%		2.9%	

- Wellness Fund of \$45,000 for each year for the life of the contract.
- Including some of these programs: Your Health First, Chronic Care Management, Lifestyle Management (Smoking Cessation, Stress Management, and Weight Management), MotivateMe incentive program