

# Human Resources Department

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## Memorandum

To: Chairperson Konetzke and Human Resources Committee  
From: Sandy Matz, Human Resources Director  
CC: Common Council  
Re: Premium Contribution and Funding levels for 2019 Medical Plans

### Plan Options:

#### Health Savings Account Plan

	Single Plan	Family Plan
2018/2019 Funding Rates:	\$530.46/ \$574.17	(\$1389.31) \$1501.73
Employee Monthly Premium with Incentive (0%)	\$0.00/\$0.00	\$0.00/\$0.00
Employee Monthly Premium w/o incentive (5%)	\$26.52/\$28.71	\$69.47/\$75.09

#### Traditional Plan

	2018/2019 rates Single Plan	2018/2019 rates Family Plan
2018/2019 Funding Rates:	\$672.05/\$727.09	\$1845.85/\$1994.79
Employee Monthly Premium with Incentive (20%)	\$134.41/\$145.42	\$369.17/\$398.96
Employee Monthly Premium w/o incentive (25%)	\$168.01/\$181.77	\$461.46/\$498.70

We are waiting on final renewal numbers, however we are estimating an approximate 8% increase in funding for the medical plan for next year. We have budgeted for 2019 assuming the same employee premium contribution levels (0% & 5% for the Health Saving Account) and (20% & 25% for the Traditional plan).