

BENEFITS

1) What is the average percentage of an employee's total compensation that consists of the benefits package? 12.5 %

2) List the type of health insurance plans offered by your organization. (PPO, QHDHP, etc.)

Highmarks HMO Health - Concordia Dental - Daviss Vision

2a) If your organization offers QHDHP, what does the employer contribute to the HSA?

\$ not offered

3) Indicate the average monthly dollar amount paid by a full-time employee for each specific health plan (as applicable) and the percentage of the premium paid by the organization for full-time employees. Attached

	Average \$ Paid by Employee	% of Premium Paid by Employer
Employee Only		
Employee + Spouse		
Employee + Child/Children		
Employee + Family		

4) Indicate the monetary range of co-pays for your employees.

\$10.00 - Primary - \$20.00 Specialist - \$20.00 Chiropractor
\$75.00 Imaging

5) Indicate the annual deductible and out-of-pocket maximum for the health plan selected by most of your employees.

	Deductible Amount (\$)	Out-Of-Pocket Maximum (\$)
Employee Only	<u>\$500.00</u>	<u>\$7150.00</u>
Employee + Spouse	<u>\$1000.00</u>	<u>\$14300.00</u>

Employee + Child/Children	\$ 1000.00	\$ 14300
Employee + Family	\$ 1000.00	\$ 14300

Below are the rates an employee paid depending on the tier of their enrollment

2017 Healthcare Rates

	10.00%	12.00%	15.00%	Total of combined rates divided by 3 to get average %
Single	\$30.27	\$36.33	\$45.41	\$112.01
Husband Wife	\$72.35	\$86.82	\$108.53	\$267.71
Parent Child	\$42.38	\$50.86	\$63.57	\$156.81
Parent Children	\$60.24	\$72.29	\$90.37	\$222.90
Family	\$83.25	\$99.90	\$124.88	\$308.03

AVERAGE COST TO THE COUNTY BASED ON THE 3 DIFFERENT % WOULD BE 87.5%

	Monthly Cost of Plan	Yearly Cost of Plan	Employee Average Monthly Cost	County's Average Monthly Cost
Single	\$655.92	\$7,871.04	\$81.99	\$573.93
Husband Wife	\$1,567.65	\$18,811.80	\$195.96	\$1,371.69
Parent Child	\$918.28	\$11,019.36	\$114.79	\$803.50
Parent Children	\$1,305.28	\$15,663.36	\$163.16	\$1,142.12
Family	\$1,803.78	\$21,645.36	\$225.47	\$1,578.31