

HEALTH PLAN CONTRIBUTION RATES RETIREE HEALTH COUNTY CONTRIBUTION

PLAN YEAR 2015

Qualifying Payroll costs per 2013-2014		Monthly Medical Rates (all inclusive)			
Recommended Budget	\$ 161,428,138.00		Pre-65		65+
1.2 % of Payroll	\$ 1,937,137.66		\$ 1,149.33	\$	764.36
<i>Qualifying Payroll costs are those expenditures detailed in the Retiree Health Benefits Contribution Plan document.</i>		67%	\$ 770.05	\$	512.12
		50%	\$ 574.67	\$	382.18
		33%	\$ 379.28	\$	252.24
Preliminary Rates (Uncapped)					
Tier	Age	Contribution Rate	Number of Retirees	Monthly Expected Contributions	Annual Expected Contributions
Tier 1	Pre-65	\$ 379.28	13	\$ 4,930.63	\$ 59,167.51
Tier 1	65+	\$ 252.24	13	\$ 3,279.10	\$ 39,349.25
Tier 2	Pre-65	\$ 574.67	33	\$ 18,963.95	\$ 227,567.34
Tier 2	65+	\$ 382.18	46	\$ 17,580.28	\$ 210,963.36
Tier 3	Pre-65	\$ 770.05	141	\$ 108,577.21	\$ 1,302,926.46
Tier 3	65+	\$ 512.12	131	\$ 67,087.88	\$ 805,054.53
4 Year Option	Pre-65	\$ 1,149.33	2	\$ 2,298.66	\$ 27,583.92
4 Year Option	65+	\$ 764.36	4	\$ 3,057.44	\$ 36,689.28
			383	\$ 225,775.14	\$ 2,709,301.65

Cap % Calculation	
Total Allowable Contribution	\$ 1,937,137.66
Allowance for future Retirees (2.7%)	\$ 52,302.72
Allowable Contributions for current retirees	\$ 1,884,834.94 *
Expected Contributions for current retirees	\$ 2,709,301.65
Cap %	69.569%

Per the Retiree Health Benefits Contribution Plan, the total County contribution shall not exceed 1.2% of payroll costs as defined in the Plan.

Final Rates (Capped)					
Tier	Age	Final Contribution Rate	Number of Retirees	Monthly Expected Contributions	Annual Expected Contributions
Tier 1	Pre-65	\$ 263.86	13	\$ 3,430.19	\$ 41,162.24
Tier 1	65+	\$ 175.48	13	\$ 2,281.24	\$ 27,374.88
Tier 2	Pre-65	\$ 399.79	33	\$ 13,193.03	\$ 158,316.32
Tier 2	65+	\$ 265.88	46	\$ 12,230.42	\$ 146,765.10
Tier 3	Pre-65	\$ 535.72	141	\$ 75,536.08	\$ 906,432.91
Tier 3	65+	\$ 356.28	131	\$ 46,672.37	\$ 560,068.38
4 Year Option	Pre-65	\$ 799.58	2	\$ 1,599.15	\$ 19,189.86
4 Year Option	65+	\$ 531.76	4	\$ 2,127.03	\$ 25,524.37
		\$ 3,328.34	383	\$ 157,069.51	\$ 1,884,834.06 *

*Numbers may not match due to rounding