

KENAI PENINSULA BOROUGH SCHOOL DISTRICT HEALTH CARE CONTRIBUTION INFORMATION comparing FY19 and FY20 Traditional and HDHP* rates

prepared May 22, 2019

1. FY19 Health Care Contribution Revised Amounts After Special Open Enrollment Migration

Broker recommended rates after migration from Fall 2018 special open enrollment	FY19 Monthly Contributions Traditional Plan*		FY19 Monthly Contributions HDHP*	
	Monthly	Yearly	Monthly	Yearly
District contribution	\$ 1,923.49	\$ 23,081.88	\$ 1,770.47	\$ 21,245.64
Employee contribution FY19*	<u>497.59</u>	<u>\$ 5,971.08</u>	<u>307.70</u>	<u>\$ 3,692.40</u>
Total FY19 Amounts Per Broker Recommendation	\$ 2,421.08	\$ 29,052.96	\$ 2,078.17	\$ 24,938.04

*The Health Care Plan Subcommittee rounded the monthly employee Traditional Plan contribution to \$498, and the HDHP to \$308

2. FY20 Predicted Rates from May 13, 2019, Broker Recommended Amounts:

Demonstrates KPBSD May 16, 2019, proposal with the 70/30 Split Differences Per Arbitrator Report, and +\$50 additional KPBSD monthly contribution

Predicted rates are based upon current plan enrollments

	Traditional Plan*				High Deductible Health Plan*			
	FY20 Monthly KPEA Contributions 50/50 Traditional Plan*	Yearly	FY20 Monthly KPESA Contributions 70/30 Traditional Plan*	Yearly	FY20 Monthly KPEA Contributions 50/50 HDHP*	Yearly	FY20 Monthly KPESA Contributions 70/30 HDHP*	Yearly
District contribution	\$ 2,252.31	\$ 27,027.72	\$ 2,440.65	\$ 29,287.80	\$ 1,763.01	\$ 21,156.12	\$ 1,789.97	\$ 21,479.64
Employee contribution FY20	<u>785.15</u>	<u>\$ 9,421.80</u>	<u>596.81</u>	<u>\$ 7,161.72</u>	<u>255.80</u>	<u>\$ 3,069.60</u>	<u>228.84</u>	<u>\$ 2,746.08</u>
Total FY20 Monthly and Yearly Totals	\$ 3,037.46	\$ 36,449.52	\$ 3,037.46	\$ 36,449.52	\$ 2,018.81	\$ 24,225.72	\$ 2,018.81	\$ 24,225.72

*Two KPBSD Health Care Plan options: Traditional Plan or High Deductible Health Plan (HDHP)

KPBSD sets the employer contribution equal to the Broker's recommended rate, based on the prior year of KPBSD claims experience.

The employee contribution amount is determined by the KPBSD Health Care Plan Subcommittee with knowledge of the District contribution rate and Broker recommendations.

The Health Care Plan Subcommittee normally sets the employee rate in August for that school year.

Some employees pay their health care contribution portion over nine months, others pay over 12 months. Rates shown are calculated on a 12 month split for an annual (or yearly) basis.



Links:

www.KPBSD.org

KPBSD Health Care Plan webpage: <http://bit.ly/2A0aDfm>

KPBSD Collective Bargaining webpage: <http://bit.ly/yqsHAp>