

**2024 -vs.- 2023 GROSS/NET TOTAL HEALTH BENEFITS PROGRAM MAXIMUM\*\* CONTRACTUAL COST COMPARISONS**

<u>2024<sup>†</sup></u>	<u>\$ change from 2023</u>	<u>% change from 2023</u>	<u>2023<sup>†</sup></u>	<u>Component</u>
\$ 32,295.12	\$ (5,382.52)	-14.29%	\$ 37,677.64	(optional) Health Insurance Buy-Out
\$ 613,774.88	\$ 81,738.00 +	15.36%	\$ 532,036.88	Health and Rx Insurance (Active <u>and</u> Retirees)
\$ 495,802.28 <sup>45</sup> <sub>accts.</sub>	\$ 50,754.54 +	11.40% <sup>+1</sup> <sub>acct.</sub>	\$ 445,047.74 <sup>44</sup> <sub>accts.</sub>	Employer HRA Contributions (maximum* funding)
*			*	* - not all of which is typically claimed or expended
\$ 39,466.32	\$ 1,008.72 +	2.62%	\$ 38,457.60	Dental/Vision Insurance or Benefits
\$ 13,500.00	\$ -	0.00%	\$ 13,500.00	NFP Consulting Fee
\$ 2,455.00	\$ 215.10 +	9.60%	\$ 2,239.90	HRA Administration Fees
\$ 2,825.00	\$ -	0.00%	\$ 2,825.00	Flexible Spending Account Admin. Fees
<b><u>\$ 1,200,118.60</u></b>	<b><u>\$ 128,333.84 +</u></b>	<b><u>11.97%</u></b>	<b><u>\$ 1,071,784.76</u></b>	<b>GROSS TOTALS</b>
\$ (126,788.96)	\$ (16,453.30)	-14.91%	\$ (110,335.66)	<u>LESS:</u> Employee/Retiree Cost Shares
\$ (260,296.20)	\$ (26,646.14)	-11.40%	\$ (233,650.06)	<u>LESS:</u> projected underutilization of HRAs*
<b><u>\$ 813,033.44</u></b>	<b><u>\$ 85,234.40 +</u></b>	<b><u>11.71%</u></b>	<b><u>\$ 727,799.04</u></b>	<b>NET TOTALS</b>

\*\* - assuming "full employment" with maximum participation, plus maximum utilization (*none of which typically occur*).

† - in general, cost-sharing is 82% Joint Sewage Board plus 18% (Active) Employee/Dependent/Participant, and either 75% (*or 50%*) Joint Sewage Board plus 25% (*or 50%*) Retiree/Dependent/Participant.

\* - for this illustration, a [conservative] 47.5% HRA utilization is assumed; no adjustment is made for under-enrollments (e.g., due to vacancies).