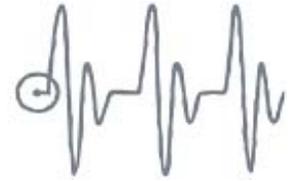


City of Valdez
2020 Employee Benefits Plan: Total Cost



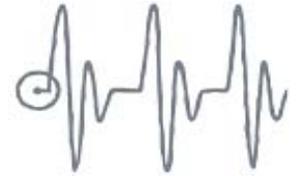
April 1, 2020 Renewal

		Current Meritain / Sun Life ISL Level \$150,000	Actual Cost YTD Meritain / Sun Life ISL Level \$150,000	Negotiated Renewal Meritain / Sun Life ISL Level \$150,000	Percent Change from Current	Option 1 Meritain / Sun Life ISL Level \$175,000	Percent Change from Current
		Projected Costs	Actual Cost ³	Projected Costs		Projected Costs	
Individual Stop Loss (ISL) Deductible		\$150,000	\$150,000	\$150,000		\$175,000	
	EE						
Fixed Costs	127	\$324.59	\$318.48	\$350.00	7.8%	\$323.26	-0.4%
Broker Fee ⁴	127	\$20.35	\$20.35	\$20.96	3.0%	\$20.96	3.0%
Expected Costs¹							
Medical & Rx	127	\$1,603.32	\$1,661.91	\$1,761.29	9.9%	\$1,800.43	12.3%
Dental Expected Claims	127	\$155.20	\$137.58	\$146.81	-5.4%	\$146.81	-5.4%
Vision Expected Claims	127	\$34.72	\$38.26	\$36.49	5.1%	\$36.49	5.1%
Total Expected Costs (PEPM)		\$2,138.18	\$2,176.58	\$2,315.55	8.3%	\$2,327.95	8.9%
Total Expected Costs (PPPM)	350	\$775.85	\$789.79	\$840.21	8.3%	\$844.71	8.9%
Maximum Costs²							
Medical & Rx	127	\$2,267.23	\$2,267.23	\$2,163.33	-4.6%	\$2,211.40	-2.5%
Dental Expected Claims	127	\$155.20	\$137.58	\$146.81	-5.4%	\$146.81	-5.4%
Vision Expected Claims	127	\$34.72	\$38.26	\$36.49	5.1%	\$36.49	5.1%
Total Maximum Costs (PEPM)		\$2,802.09	\$2,781.90	\$2,717.59	-3.0%	\$2,738.92	-2.3%
Total Maximum Costs (PPPM)	350	\$1,016.76	\$1,009.43	\$986.10	-3.0%	\$993.84	-2.3%
Total Monthly Expected Liability		\$271,549	\$276,426	\$294,075	8.3%	\$295,649	8.9%
Total Monthly Maximum Liability		\$355,865	\$353,301	\$345,134	-3.0%	\$347,843	-2.3%
Total Annual Expected Liability		\$3,258,586	\$3,317,108	\$3,528,901	8.3%	\$3,547,793	8.9%
Total Annual Maximum Liability		\$4,270,385	\$4,239,616	\$4,141,612	-3.0%	\$4,174,119	-2.3%

1. Expected claims for the fiscal period based off blending projected claims over the most recent 12 and 24 months.
2. Maximum claims for medical based off the attachment factor presented by Sun Life.
3. Actual costs based on net paid claims from April 2019 through January 2020.
4. Broker Fee based on \$56,650 with a 3% increase per year, shared with City of Valdez and Valdez City Schools.
5. Expected costs for the 2019-20 plan year do not include additional costs for the preventive care benefit change, effective July 1st.

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City of Valdez
 2020 Employee Benefits Plan: **Budget Premiums**



April 1, 2020 Renewal

		Current Meritain	Renewal Meritain	Option 1 Meritain
Rates	Counts	\$150,000 ISL	\$150,000 ISL	\$175,000 ISL
Employee	38	\$1,003.18	\$1,110.39	\$1,116.33
Employee & Spouse	24	\$2,076.58	\$2,298.50	\$2,310.80
Employee & Child(ren)	19	\$1,946.17	\$2,154.15	\$2,165.68
Employee & Family	46	\$3,059.71	\$3,386.69	\$3,404.82
Monthly Estimated Premium	127	\$265,683	\$294,075	\$295,649
Annual Estimated Premium Total		\$3,188,192	\$3,528,901	\$3,547,793
% Change From Current		-	10.7%	11.3%
Annual \$ Change From Current		-	\$340,709	\$359,602
Self-Insured Totals				
Annual Total at Maximum		\$4,270,385	\$4,141,612	\$4,174,119
Annual Total at Expected		\$3,258,586	\$3,528,901	\$3,547,793
% of Maximum		74.7%	85.2%	85.0%
% of Expected		97.8%	100.0%	100.0%

**Based on projected expected liability*

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