

**Current Plan**  
10/1/2018 - 9/30/2019

2019		Employee Cost 0.25	2019 TDA Monthly Cost TDA Cost 0.75
EE ONLY	754.97	\$ 8,682.16	\$ 26,046.47
EE + SP	1,736.39	\$ 3,906.88	\$ 11,720.63
EE + CH(S)	1,283.47	\$ 2,887.81	\$ 8,663.42
EE + FAMILY	2,189.37	\$ 8,757.48	\$ 26,272.44
	80		\$ 72,702.96
		Annual	\$ 872,435.52

EE ONLY  
EE + SP  
EE + CH(S)  
EE + FAMILY

62 current enrollment level,  
+ 18 for vacancies, turnover, ACA

**2020 TDA Average Cost Per Employee**

	.5% Decrease	HSA Plan
B1	\$ 10,854.59	C1 \$ 9,875.57
B2	\$ 11,578.23	C2 \$ 10,533.94
B3	\$ 10,130.95	C3 \$ 9,217.19
B4	\$ 13,025.51	C4 \$ 11,850.68
<b>Change in cost for TDA vs 2019</b>		
	.5% Decrease	HSA Plan
B1	\$ (4,068.36)	C1 \$ (82,390.32)
B2	\$ 53,822.78	C2 \$ (29,720.64)
B3	\$ (61,959.50)	C3 \$ (135,060.00)
B4	\$ 169,605.07	C4 \$ 75,618.72

**6.9% Increase**  
A1 \$ 11,657.68  
A2 \$ 12,434.86  
A3 \$ 10,880.50  
A4 \$ 13,989.22

**6.9% Increase**  
A1 \$ 60,179.13  
A2 \$ 122,353.44  
A3 \$ (1,995.18)  
A4 \$ 246,702.06

**A**  
**Negotiated Renewal Plan**  
6.89% Increase from 2019 to 2020  
Same coverage from 2019 to 2020

2019		Employee Cost 0.25	2019 TDA Monthly Cost TDA Cost 0.75	2020 TDA Monthly Cost TDA Cost 0.75	
A1	\$ 807.06	\$ 9,281.19	\$ 27,843.57	Employee Cost	Monthly Cost
	1,856.14	\$ 4,176.32	\$ 12,528.95	0.25	0.75
	1,371.99	\$ 3,086.98	\$ 9,260.93		
	2,340.37	\$ 9,361.48	\$ 28,084.44		
		vs. 2019	\$ 77,717.89	Annual	\$ 932,614.65
		60,179.13	\$ 994,788.96		
A2	\$ 807.06	\$ 7,424.95	\$ 29,699.81	Employee Cost	Monthly Cost
	1,856.14	\$ 3,341.05	\$ 13,364.21	0.20	0.80
	1,371.99	\$ 2,469.58	\$ 9,878.33		
	2,340.37	\$ 7,489.18	\$ 29,956.74		
		vs. 2019	\$ 82,899.08	Annual	\$ 994,788.96
		122,353.44	\$ 994,788.96		
A3	\$ 807.06	\$ 11,137.43	\$ 25,987.33	Employee Cost	Monthly Cost
	1,856.14	\$ 5,011.58	\$ 11,693.68	0.30	0.70
	1,371.99	\$ 3,704.37	\$ 8,643.54		
	2,340.37	\$ 11,233.78	\$ 26,212.14		
		vs. 2019	\$ 72,536.70	Annual	\$ 870,440.34
		(1,995.18)	\$ 870,440.34		
A4	\$ 807.06	\$ 3,712.48	\$ 33,412.28	Employee Cost	Monthly Cost
	1,856.14	\$ 1,670.53	\$ 15,034.73	0.10	0.90
	1,371.99	\$ 1,234.79	\$ 11,113.12		
	2,340.37	\$ 3,744.59	\$ 33,701.33		
		vs. 2019	\$ 93,261.47	Annual	\$ 1,119,137.58
		246,702.06	\$ 1,119,137.58		

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**Current Plan**  
10/1/2018 - 9/30/2019

2019	Employee Cost 0.25	2019 TDA Monthly Cost TDA Cost 0.75
754.97	\$ 8,682.16	\$ 26,046.47
1,736.39	\$ 3,906.88	\$ 11,720.63
1,283.47	\$ 2,887.81	\$ 8,663.42
2,189.37	\$ 8,757.48	\$ 26,272.44
	Annual	\$ 72,702.96
		\$ 872,435.52

EE ONLY  
EE + SP  
EE + CH(S)  
EE + FAMILY

62 current enrollment level.  
+ 18 for vacancies, turnover, ACA

**2020 TDA Average Cost Per Employee**

6.9% Increase	2020 TDA Average Cost Per Employee	HSA Plan
A1 \$ 11,657.68	B1 \$ 10,854.59	C1 \$ 9,875.57
A2 \$ 12,434.86	B2 \$ 11,578.23	C2 \$ 10,533.94
A3 \$ 10,880.50	B3 \$ 10,130.95	C3 \$ 9,217.19
A4 \$ 13,989.22	B4 \$ 13,025.51	C4 \$ 11,850.68
	<b>Change in cost for TDA vs 2019</b>	<b>HSA Plan</b>
	<b>.5% Decrease</b>	<b>C1</b>
A1 \$ 60,179.13	B1 \$ (4,068.36)	C1 \$ (82,390.32)
A2 \$ 122,353.44	B2 \$ 53,822.78	C2 \$ (29,720.64)
A3 \$ (1,995.18)	B3 \$ (61,959.50)	C3 \$ (135,060.00)
A4 \$ 246,702.06	B4 \$ 169,605.07	C4 \$ 75,618.72

6.9% Increase  
A1 \$ 60,179.13  
A2 \$ 122,353.44  
A3 \$ (1,995.18)  
A4 \$ 246,702.06

**B**  
**Negotiated Alternate Plan for 2020**  
-50% Decrease from 2019 to 2020  
Increase in deductible & out of pocket Expense

Employee Cost 0.25	2020 TDA Monthly Cost TDA Cost 0.75
751.46	\$ 25,925.37
1,728.28	\$ 11,665.89
1,277.48	\$ 8,622.99
2,179.14	\$ 26,149.68
	Annual
	\$ 72,363.93
	\$ 869,367.16
	vs. 2019
	\$ (4,068.36)
	2020 TDA
	Monthly Cost
	TDA Cost
	0.80
751.46	\$ 27,653.73
1,728.28	\$ 12,443.62
1,277.48	\$ 9,197.86
2,179.14	\$ 27,892.99
	Annual
	\$ 77,188.19
	\$ 926,258.30
	vs. 2019
	\$ 53,822.78
	2020 TDA
	Monthly Cost
	TDA Cost
	0.70
751.46	\$ 24,197.01
1,728.28	\$ 10,888.16
1,277.48	\$ 8,048.12
2,179.14	\$ 24,406.37
	Annual
	\$ 67,539.67
	\$ 810,476.02
	vs. 2019
	\$ (61,959.50)
	2020 TDA
	Monthly Cost
	TDA Cost
	0.90
751.46	\$ 31,110.44
1,728.28	\$ 13,999.07
1,277.48	\$ 10,347.59
2,179.14	\$ 31,379.62
	Annual
	\$ 86,836.72
	\$ 1,042,040.59
	vs. 2019
	\$ 169,605.07

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**Current Plan**  
10/1/2018 - 9/30/2019

2019	Employee Cost 0.25	2019 TDA Monthly Cost TDA Cost 0.75
754.97	\$ 8,682.16	\$ 26,046.47
1,736.39	\$ 3,906.88	\$ 11,720.63
1,283.47	\$ 2,887.81	\$ 8,663.42
2,189.37	\$ 8,757.48	\$ 26,272.44
80	\$ 72,702.96	\$ 72,702.96
	Annual \$	872,435.52

EE ONLY  
EE + SP  
EE + CH(S)  
EE + FAMILY

62 current enrollment level,  
+ 18 for vacancies, turnover, ACA

**2020 TDA Average Cost Per Employee**

	.5% Decrease	HSA Plan
B1	\$ 10,854.59	\$ 9,875.57
B2	\$ 11,578.23	\$ 10,533.94
B3	\$ 10,130.95	\$ 9,217.19
B4	\$ 13,025.51	\$ 11,850.68

  

	Change in cost for TDA vs 2019	HSA Plan
B1	\$ (4,068.36)	\$ (82,390.32)
B2	\$ 53,822.78	\$ (29,720.64)
B3	\$ (61,959.50)	\$ (135,060.00)
B4	\$ 169,605.07	\$ 75,618.72

6.9% Increase  
A1 \$ 11,657.68  
A2 \$ 12,434.86  
A3 \$ 10,880.50  
A4 \$ 13,989.22

6.9% Increase  
A1 \$ 60,179.13  
A2 \$ 122,353.44  
A3 \$ (1,995.18)  
A4 \$ 246,702.06

**C**  
**New HSA Plan**  
9.4% Decrease from 2019 to 2020  
- FSA, + HSA; Increase to deuctible; Copays are CYD

	Employee Cost 0.25	2020 TDA Monthly Cost TDA Cost 0.75
683.68	\$ 7,862.32	\$ 23,586.96
1,572.39	\$ 3,537.88	\$ 10,613.63
1,162.25	\$ 2,615.06	\$ 7,845.19
1,982.61	\$ 7,930.44	\$ 23,791.32
C1	vs. 2019	\$ 65,837.10
	Annual \$	790,045.20
		(82,390.32)

  

	Employee Cost 0.20	2020 TDA Monthly Cost TDA Cost 0.80
683.68	\$ 6,289.86	\$ 25,159.42
1,572.39	\$ 2,830.30	\$ 11,321.21
1,162.25	\$ 2,092.05	\$ 8,368.20
1,982.61	\$ 6,344.35	\$ 25,377.41
C2	vs. 2019	\$ 70,226.24
	Annual \$	842,714.88
		(29,720.64)

  

	Employee Cost 0.30	2020 TDA Monthly Cost TDA Cost 0.70
683.68	\$ 9,434.78	\$ 22,014.50
1,572.39	\$ 4,245.45	\$ 9,906.06
1,162.25	\$ 3,138.08	\$ 7,322.18
1,982.61	\$ 9,516.53	\$ 22,705.23
C3	vs. 2019	\$ 61,447.96
	Annual \$	737,375.52
		(135,060.00)

  

	Employee Cost 0.10	2020 TDA Monthly Cost TDA Cost 0.90
683.68	\$ 3,144.93	\$ 28,304.35
1,572.39	\$ 1,415.15	\$ 12,736.36
1,162.25	\$ 1,046.03	\$ 9,414.23
1,982.61	\$ 3,172.18	\$ 28,549.58
C4	vs. 2019	\$ 79,004.52
	Annual \$	948,054.24
		75,618.72

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