

Review Plan Choices

Best/Worst Case Scenario



Insurance | Risk Management | Consulting

City of St. Peter 2024 Health Insurance Options

Plans	2024 Total Monthly Premium	City Share of Monthly Premium	Employee Share of Monthly Premium	Annual Employer/Contribution to VEBA/HSA* <i>Note: If these dollars are not used they will roll forward to future years</i>	Annual Employee Share of Premium**	Annual Employer Cost	Best Case Scenario: Only Preventive visits for the year (Preventive Covered at 100% or \$0) Total Employee Cost = Prem Cost - City Contribution	Max Annual Out of Pocket Per Plan Coverage	Annual Worst Case Employee Cost: Paid to Health Care Providers	Total Worst Case Employee Cost: Employee Cost = Prem Cost + Out of Pocket Cost - City Contribution
\$1,000 CMM Plan										
Employee	\$1,115.71	\$1,115.71	\$0.00		(\$360.00)	\$13,748.52	(\$360.00)	\$2,000.00	\$2,000.00	\$1,640.00
Employee + 1	\$2,565.69	\$2,254.69	\$311.00		\$3,732.00	\$27,056.28	\$3,732.00	\$4,000.00	\$4,000.00	\$7,732.00
Family	\$3,681.38	\$3,313.38	\$368.00		\$4,416.00	\$39,760.56	\$4,416.00	\$4,000.00	\$4,000.00	\$8,416.00
\$1,850 VEBA Plan										
Employee	\$1,077.01	\$1,077.01	\$0.00	\$1,200.00	(\$360.00)	\$14,484.12	(\$1,560.00)	\$1,850.00	\$650.00	\$290.00
Employee + 1	\$2,476.66	\$2,165.66	\$311.00	\$2,250.00	\$3,732.00	\$28,237.92	\$1,482.00	\$3,700.00	\$1,450.00	\$5,182.00
Family	\$3,553.63	\$3,185.63	\$368.00	\$2,250.00	\$4,416.00	\$40,477.56	\$2,166.00	\$3,700.00	\$1,450.00	\$5,866.00
\$3,500 VEBA or HSA Plan										
Employee	\$915.46	\$915.46	\$0.00	\$2,400.00	(\$360.00)	\$13,745.52	(\$2,760.00)	\$3,500.00	\$1,100.00	\$740.00
Employee + 1	\$2,105.16	\$1,794.16	\$311.00	\$4,000.00	\$3,732.00	\$25,529.92	(\$268.00)	\$7,000.00	\$3,000.00	\$6,732.00
Family	\$3,020.60	\$2,652.60	\$368.00	\$4,000.00	\$4,416.00	\$35,831.20	\$416.00	\$7,000.00	\$3,000.00	\$7,416.00

*The City funds half of the VEBA and HSA accounts on Jan. 1 and funds the remaining amount on July 1st, and if these dollars are not used they will roll forward to future years

**\$30 monthly rebate to Employee through Payroll

Numbers in Parentheses () is Employee Rebate for CMM plan or Employee Rebate + VEBA/HSA City Contribution

- Best Case Scenario** – Employee pays their annual premiums only.
- Worst Case Scenario** – Employee pays their annual premiums + the out-of-pocket maximum, less any employer contribution to VEBA/HSA.