

School District of Elmbrook
2020 Monthly Premium Contribution Rates - Retiree & Non-Active (COBRA, LOA, FMLA)
Rates are Based on Retirement Plan Under Which Employee Retired

Non-Participation in 2019 Health Risk Assessment - Add \$+60 Single or \$+120 Family per month to stated rates

| Retiree Coverage Type | 2019 HDHP (HSA) | | 2020 HDHP (HSA) | |
|--|--------------------|--------------------|--------------------|--------------------|
| | Single | Family | Single | Family |
| Monthly Medical Plan Premium | \$ 609.20 | \$ 1,502.00 | \$ 609.20 | \$ 1,502.00 |
| Monthly Average Employer HRA/HSA Contribution | \$ 83.33 | \$ 166.67 | \$ 83.33 | \$ 166.67 |
| Full Monthly Medical Premium Rates | \$ 692.52 | \$ 1,668.66 | \$ 692.52 | \$ 1,668.66 |
| Same as Active | \$ 47.30 | \$ 113.98 | \$ 47.30 | \$ 113.98 |
| Same as Active Age 65+-Single-Wellness | \$ 42.44 | | \$ 42.44 | |
| Same as Active 2 Adults, 1w/Medicare-Wellness | | \$ 89.94 | | \$ 89.94 |
| Same as Active 2 Adults, 2w/Medicare-Wellness | | \$ 85.04 | | \$ 85.04 |
| Same as Active Family, 1w/Medicare-Wellness | | \$ 115.96 | | \$ 115.96 |
| Same as Active Family, 2w/Medicare-Wellness | | \$ 104.64 | | \$ 104.64 |
| Same as Active Age 65+-Single-Wellness - No Prescriptions | \$ 21.26 | | \$ 21.26 | |
| Same as Active 2 Adults, 1w/Medicare-Wellness - No Rx | | \$ 68.70 | | \$ 68.70 |
| Same as Active 2 Adults, 2w/Medicare-Wellness - No Rx | | \$ 42.60 | | \$ 42.60 |
| Same as Active Family, 1w/Medicare-Wellness - No Rx | | \$ 87.86 | | \$ 87.86 |
| Same as Active Family, 2w/Medicare-Wellness - No Rx | | \$ 61.78 | | \$ 61.78 |
| Retired Teachers 60/40% Plan | \$ 277.02 | \$ 667.46 | \$ 277.02 | \$ 667.46 |
| Retired Teachers 100% | \$ 692.52 | \$ 1,668.66 | \$ 692.52 | \$ 1,668.66 |
| 2014-15 Retirees--Based on 2014-15 Employee Handbook <i>2015 District Provided Premium Cap for 2015 Retirees</i> | \$ 504.12 | \$ 1,211.90 | \$ 504.12 | \$ 1,211.90 |
| 2019 - 2014-15 Retiree Contribution-Wellness - Up to 5 Years | \$ 188.40 | \$ 456.76 | \$ 188.40 | \$ 456.76 |
| 2015-16 Retirees--Based on 2015-16 Employee Handbook <i>2016 District Provided Premium Cap for 2016 Retirees</i> | \$ 509.16 | \$ 1,224.02 | \$ 509.16 | \$ 1,224.02 |
| 2019 - 2015-16 Retiree Contribution-Wellness - Up to 5 Years | \$ 183.36 | \$ 444.64 | \$ 183.36 | \$ 444.64 |
| 2016-17 Retirees--Based on 2016-17 OPEB Provisions <i>2017 District Provided Premium Cap for 2017 Retirees</i> | \$ 519.38 | \$ 1,251.50 | \$ 519.38 | \$ 1,251.50 |
| 2019 - 2016-17 Retiree Contribution-Wellness - Up to 5 Years | \$ 173.14 | \$ 417.16 | \$ 173.14 | \$ 417.16 |
| 2017-18 Retirees--Based on 2017-18 OPEB Provisions <i>2018 District Provided Premium Cap for 2018 Retirees</i> | \$ 519.38 | \$ 1,251.50 | \$ 519.38 | \$ 1,251.50 |
| 2019 - 2017-18 Retiree Contribution-Wellness-Up to 5 Years | \$ 173.14 | \$ 417.16 | \$ 173.14 | \$ 417.16 |
| 2018-19 Retirees--Based on 2017-18 OPEB Provisions <i>2019 District Provided Premium Cap for 2019 Retirees</i> | \$ 519.38 | \$ 1,251.50 | \$ 519.38 | \$ 1,251.50 |
| 2019 - 2018-19 Retiree Contribution-Wellness-Up to 5 Years | \$ 173.14 | \$ 417.16 | \$ 173.14 | \$ 417.16 |
| 2019-20 Retirees--Based on 2017-18 OPEB Provisions <i>2020 District Provided Premium Cap for 2020 Retirees</i> | \$ 519.38 | \$ 1,251.50 | \$ 519.38 | \$ 1,251.50 |
| 2019 - 2019-20 Retiree Contribution-Wellness-Up to 5 Years | \$ 173.14 | \$ 417.16 | \$ 173.14 | \$ 417.16 |
| Medicare Carve-Out Rates with Prescription Coverage-Wellness | | | | |
| Single | \$ 621.20 | | \$ 621.20 | |
| 2 Adults, 1w/Medicare | | \$ 1,316.56 | | \$ 1,316.56 |
| 2 Adults, 2w/Medicare | | \$ 1,244.82 | | \$ 1,244.82 |
| Family, 1w/Medicare | | \$ 1,697.54 | | \$ 1,697.54 |
| Family, 2w/Medicare | | \$ 1,531.84 | | \$ 1,531.84 |
| Medicare Carve-Out Rates Medical Only No Prescription Coverage-Wellness | | | | |
| Single - No Rx | \$ 311.16 | | \$ 311.16 | |
| 2 Adults, 1w/Medicare - No Rx | | \$ 1,005.72 | | \$ 1,005.72 |
| 2 Adults, 2w/Medicare - No Rx | | \$ 623.54 | | \$ 623.54 |
| Family, 1w/Medicare - No Rx | | \$ 1,286.22 | | \$ 1,286.22 |
| Family, 2w/Medicare - No Rx | | \$ 904.40 | | \$ 904.40 |
| COBRA-Wellness (No HSA contributions/HRA funding) | \$ 621.38 | \$ 1,532.04 | \$ 621.38 | \$ 1,532.04 |
| Full Monthly Dental Premium Rates | \$ 54.00 | \$133.96 | \$ 54.00 | \$133.96 |
| Same as Active | \$ 6.80 | \$ 16.88 | \$ 6.80 | \$ 16.88 |
| COBRA | \$ 55.08 | \$ 136.64 | \$ 55.08 | \$ 136.64 |