

Health Insurance Cost

Health Insurance Cost for Staff, Calendar Year 2027

The Library currently pays 80% of the lowest-cost health plan premium for employees. Consistently, believe it or not, that is the PPO 2000, not the HSA/HDHP. The PPO 2000 costs \$978 in premium per month (the library pays \$782.40 monthly; the staff member pays \$195.60).

The HSA/HDHP costs \$1,019 in premium per month. If a staff member selected it, and they can, the library would still pay \$782.40 monthly. The staff member would pay \$236.60 per month. **At this point, I do not recommend incentivizing it by “sweetening the deal” by adding extra money if staff members select the HSA/HDHP.**

The run-down for the other plans:

- The HMO plan: the Library pays \$782.40 monthly/the employee pays \$354.60
- The PPO 1000 plan: the Library pays \$782.40 monthly/the employee pays \$625.60
- The PPO 1500 plan: the Library pays \$782.40 monthly/the employee pays \$225.60

The Library does not contribute towards the cost of dependents on the health plan. Employees may opt for coverage through us, but the Library will still only pay \$785.40 (this year) per month, per employee. That equates to **\$9,424.80** annually per employee who takes health insurance. I had budgeted **\$12,000 per employee**, so the library is comfortably budgeted this year.

LIMRiCC calculates premium costs based partly on each health plan's exposure, and the HSA has been running high. It's been running 113% above expectations. Both PPO plans are running at about 95%, while the HMO is running at 52%.