

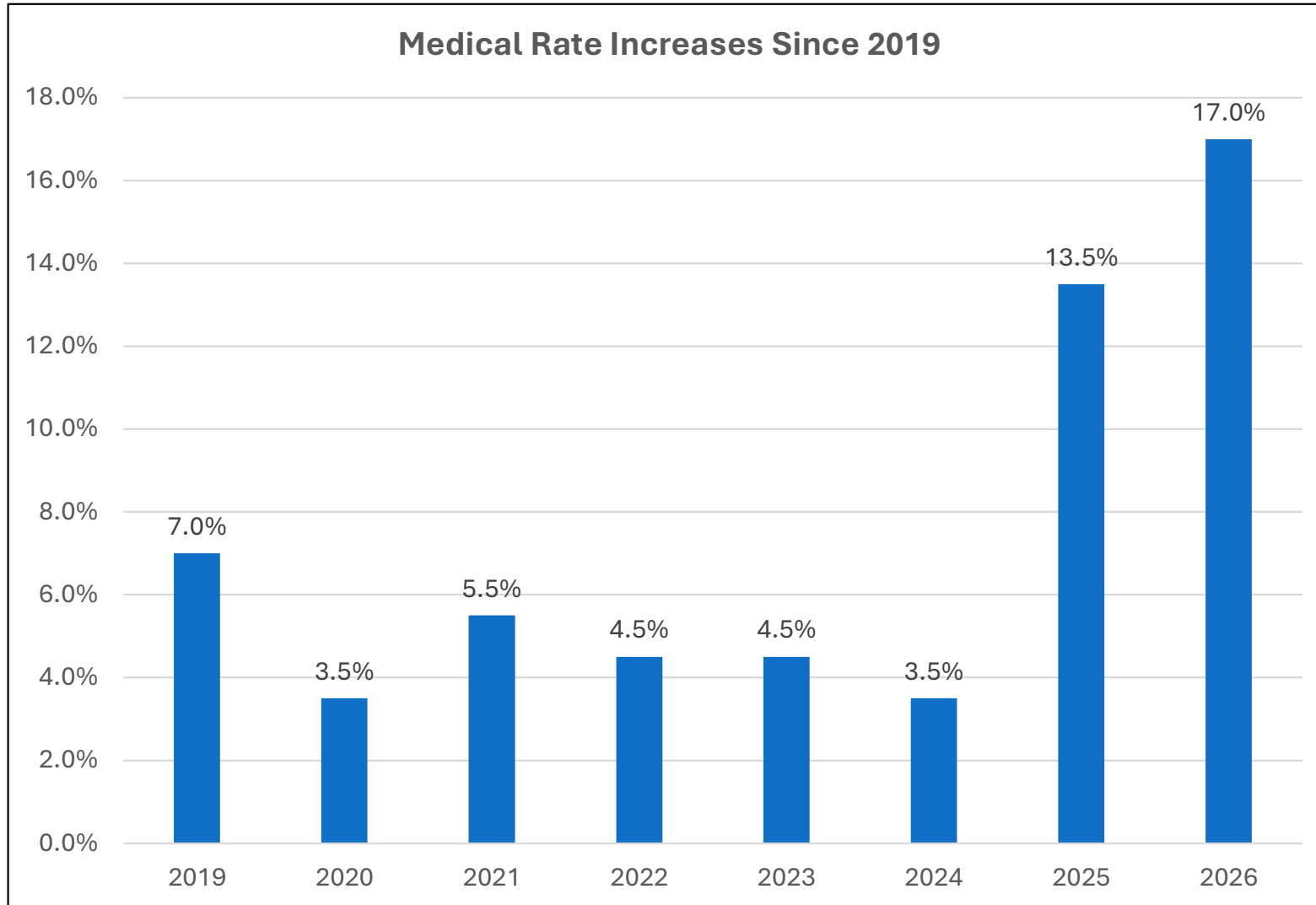
# 2026 Benefits Proposal

Platte Canyon Water & Sanitation District

# District Policy

- ▶ To provide a robust benefit package for employees at a reasonable cost:
  - Equal to or better than other employers
  - Medical, dental, vision, life insurance, short & long term disability
  - Balances premiums with out-of-pocket costs

# Medical - Recent Rate Increases



# Current Offerings

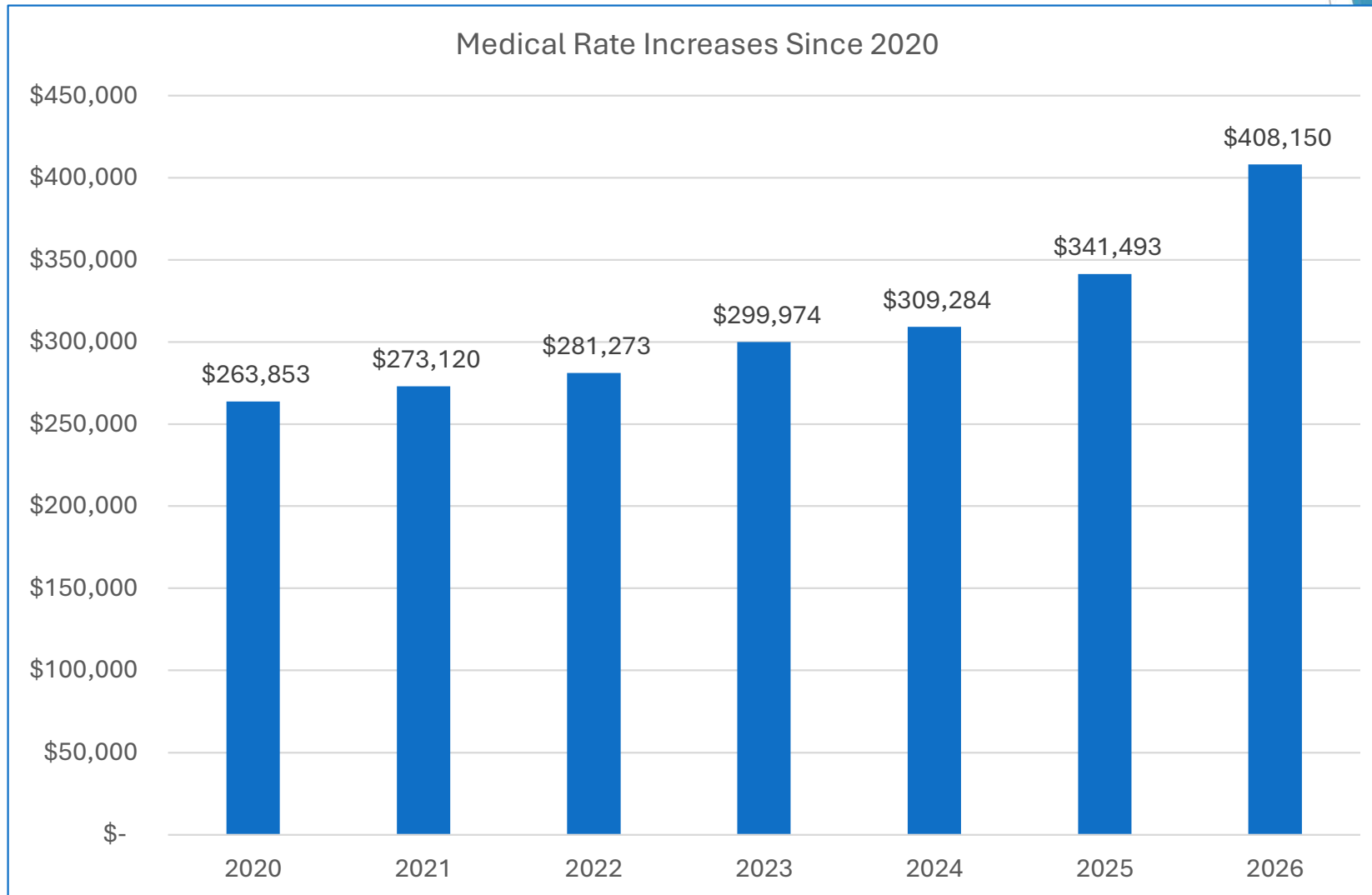
## ▶ Medical plan characteristics:

- ❖ Copay = \$40
- ❖ Deductible (single/family) = \$1,500/\$3,000
- ❖ Maximum Out of Pocket (single/family) = \$4,000/\$8,000

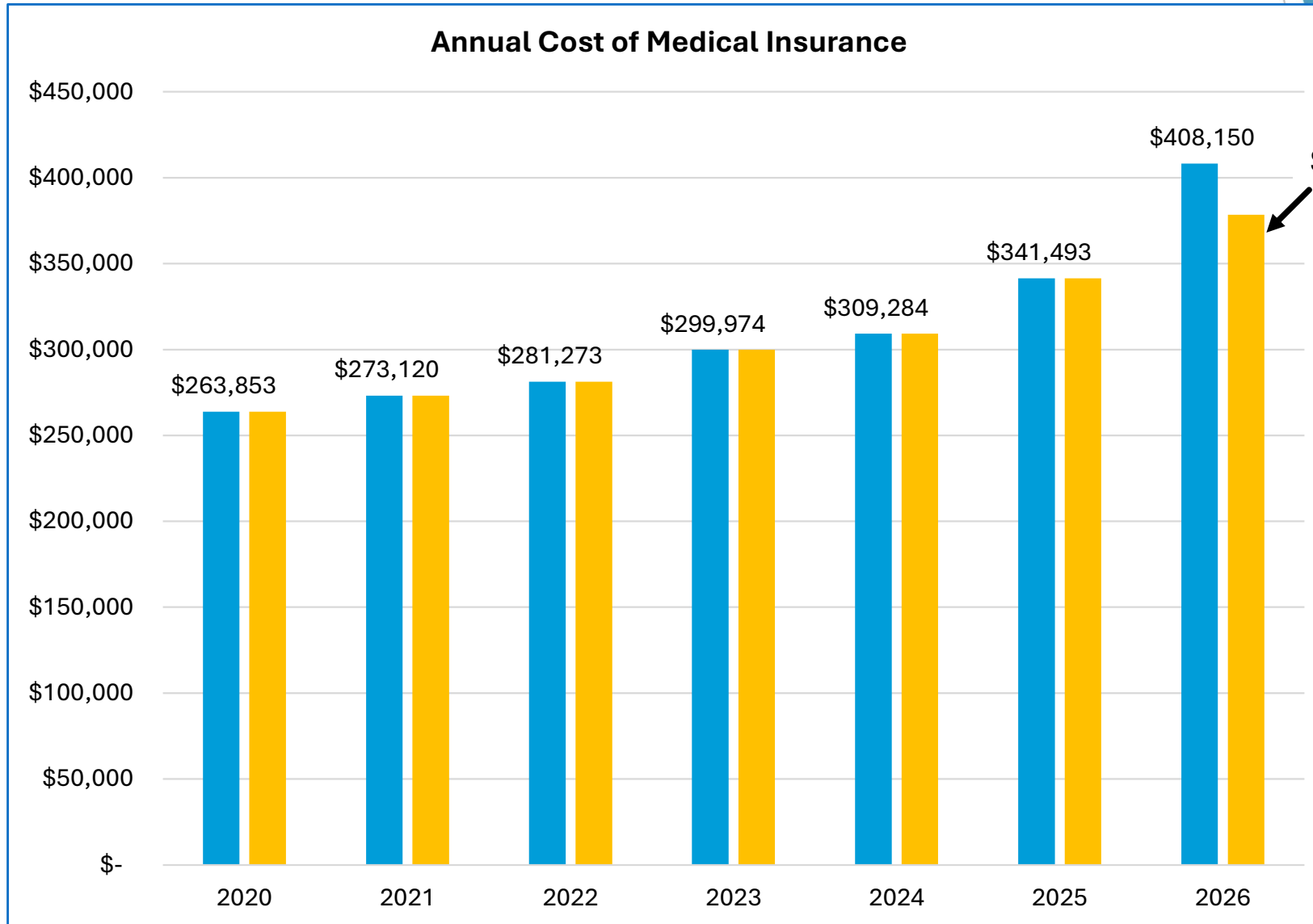
## ▶ Health Reimbursement Arrangement:

- ❖ Employee only = \$1,000
- ❖ Employee + spouse/child = \$2,000
- ❖ Family = \$3,000

# Cost w. 17% Rate Increase



# Proposed Alternative



**\$378,425**

# Proposed Alternative (+ 10.8%)

	Current	Proposed
<b>Medical Plan</b>		
Plan Number	PPO4	PPO6
Co-pay	\$40	\$50
Deductible	\$1,500/\$3,000	\$3,000/\$6,000
Maximum Out of Pocket	\$4,000/\$6,000	\$5,000/\$10,000
<b>District Cost</b>	<b>\$306,493</b>	<b>\$315,425</b>
<b>Health Reimbursement Arrangement</b>		
Employee Only	\$1,000	\$2,000
Employee + Spouse/Child	\$2,000	\$4,000
Family	\$3,000	\$5,000
<b>District Cost</b>	<b>\$35,000</b>	<b>\$63,000</b>
<b>TOTAL COST TO DISTRICT</b>	<b>\$341,493</b>	<b>\$378,425</b>

# Dental Insurance

- ▶ Delta Dental – Same plan (Plan A)
- ▶ Premium increase = 5.0%
- ▶ 2025 cost = \$19,948
- ▶ 2026 cost = \$20,400

# Vision Insurance

- ▶ VSP – Same plan (Plan C)
- ▶ Premium increase = 0.0%
- ▶ 2025 cost = \$3,012
- ▶ 2026 cost = \$3,084

# Life Insurance, S/LTD

- ▶ No premium increases.
- ▶ Factor in 5.0% salary increase.
- ▶ Life insurance = 2x annual salary, dependent coverage
  - ❖ 2026 cost = \$5,410
- ▶ Short/long term disability
  - ❖ 2026 cost = \$13,648

# 2026 Benefits Summary

Insurance	2025 Cost	2026 Cost	% Difference
Medical	\$322,608	\$332,712	3.1%
Dental	\$18,948	\$20,400	7.7%
Vision	\$3,012	\$3,084	2.4%
Life	\$5,148	\$5,410	5.0%
S/LTD	\$12,998	\$13,648	5.0%
<b>2026 Insurance Premiums</b>	<b>\$362,714</b>	<b>\$375,254</b>	<b>3.5%</b>
Employees Pay	(\$16,115)	(\$17,287)	7.3%
2026 HRA Funding	\$35,000	\$63,000	80%
<b>TOTAL DISTRICT COST</b>	<b>\$381,599</b>	<b>\$420,967</b>	<b>10.3%</b>

Questions?

