



MEMO TO: Mayor Vandernail and the Board of Trustees
FROM: Lorraine Waters, Financial Director
DATE: 10/12/2023

SUBJECT:
Trustee Health Insurance

MATTER BEFORE BOARD:

Members of the Board of Trustees to be offered Health Insurance benefits through the Town of Fraser policy.

BACKGROUND:

The Board of Trustees inquired about the health insurance offered to the employees being offered to the Board of Trustees.

The Town of Fraser offers as an incentive of employment to the Town a comprehensive benefit insurance policy. The insurance policy is only offered to full-time employees. Part time and Seasonal employees are not eligible for the benefits.

Full-time employee; employee 100%
Employee + Spouse; employee 100% - spouse 50%
Employee + Child; employee 100% - child 50%
Employee + Family; employee 100% - family 50%
(Rate sheet included)

The benefit package has been instrumental in attracting and retaining employees. The benefit of employee retention is better service to the Town, better distribution of workloads, less onboarding and training costs. The well-being of employees leads to a cohesive team environment and quality work product.

ALTERNATIVES:

The Board of Trustees are not full-time employees and do not meet the requirements for the policy as employees.

The Board of Trustees may voluntarily pay into the existing Health Insurance Policy by selecting a plan and paying the monthly premium.

2024

CEBT Town of Fraser Rates

Plans	Total Monthly Premium	Office Co-Pay (primary/specialist)	Hospital Co-Pay	Deductible (Single)	Deductible Family	Out of Pocket (Single)	Out of Pocket (Family)
Medical - PPO2		\$30/\$30	N/A	\$500	\$1,000	(IN) \$2000 (OUT) \$4000	(IN) \$4000 (Out) \$8000
Employee	\$1,163.00						
Employee + Spouse	\$2,326.00						
Employee+ Child(ren)	\$2,155.00						
Employee+ Family	\$2,795.00						
Medical - EPO3		\$40/\$55	\$1,000	N/A	N/A	\$5,000	\$10,000
Employee	\$1,011.00						
Employee + Spouse	\$2,058.00						
Employee+ Child(ren)	\$2,003.00						
Employee+ Family	\$2,574.00						
Medical - HD3500		N/A	N/A	\$3,500	\$7,000	(IN) \$5,000 (Out) \$10,000	(IN) \$10,000 (OUT) \$20,000
Employee	\$732.00						
Employee + Spouse	\$1,494.00						
Employee+ Child(ren)	\$1,380.00						
Employee+ Family	\$1,794.00						
Dental - Plan A	\$2,000 annual benefit maximum/ \$2,000 Ortho lifetime maximum (includes adult ortho)						
Employee	\$38.00						
Employee + Spouse	\$78.00						
Employee+ Child(ren)	\$97.00						
Employee+ Family	\$131.00						
Vision - Plan C	(VSP) 12/12/12, \$175 frames, \$10 copay at VSP providers						
Employee	\$7.00						
Employee + Spouse	\$15.00						
Employee+ Child(ren)	\$14.00						
Employee+ Family	\$26.00						