



Town of Townsend

FY24 BENEFIT OPTIONS

Current Plan – Employer Pays 75%

	Health	Dental	Vision
Town Hall Employees Annual Premium	\$97,753.92	\$5,138.88	\$1,291.68
Employer Portion	\$73,315.44	\$3,854.16	\$968.76
Police Annual Premium	\$73,686.72	\$3,921.84	\$971.28
Employer Portion	\$55,265.04	\$2,941.38	\$728.46

Employee Only 100% of Low Option Additional Coverage at 50%

Option 1	Employee Health 100%	Add'l Health 50%	Employee Dental 100%	Add'l Dental 50%	Employee Vision 100%	Add'l Vision 50%
Town Hall Annual Premium	\$62,691.84	\$17,531.04	\$2,011.68	\$1,620.60	\$459.60	\$416.04
Total Employer Portion	\$80,222.88		\$3,632.28		\$875.64	
PD Annual Premium	\$31,345.92	\$21,170.40	\$1,005.84	\$1,458.00	\$233.28	\$329.52
Total Employer Portion	\$52,516.32		\$2,463.84		\$562.80	

Employer Pays 75% of Low Option Employee Pays Difference for High Option

Option 2	Employee Health Low Option	Employee Additional Health	Employee Dental Low Option	Employee Additional Dental	Employee Vision Low Option	Employee Additional Vision
Town Hall Annual Premium	\$62,691.84	\$35,062.08	\$2,011.68	\$3,127.20	\$459.60	\$832.08
Total Employer Portion	\$47,018.88		\$1,508.76		\$344.70	
PD Annual Premium	\$31,345.92	\$42,340.80	\$1,005.84	\$2,916.00	\$233.28	\$738.00
Total Employer Portion	\$23,509.44		\$754.38		\$174.96	

Summary

	Current Plan	Option 1	Option 2
Town Hall Staff – Employer Portion of Medical, Dental & Vision	\$78,138.36	\$84,730.80	\$48,872.34
Police Staff – Employer Portion of Medical, Dental & Vision	\$58,934.88	\$55,542.96	\$24,438.78
Total Employer Portion	\$137,073.24	\$140,273.76	\$73,311.12

Police premium is based on 2 new officers electing the highest plans

Example of Effect on Employees

	Out of Pocket Health Premium per Month	Out of Pocket Dental Premium per Month	Out of Pocket Vision Premium per Month	Total
Single Coverage	\$0 - \$340.62	\$0 - \$16.49	\$0 - 8.20	\$0 - \$365.33
Employee/Child	\$259.12 - \$876.92	\$14 - \$54.07	\$2.60 - \$16.18	\$360.42 - \$947.17
Employee/Family	\$561.92 - \$1,920.40	\$19.02 - \$104.25	\$4.21 - \$29.08	\$585.15 - \$2,053.73