

Wellington Employee Benefits Executive Cost Summary
Effective Date: January 1, 2017



COVERAGE	CURRENT			RENEWAL		
HEALTH	CIGNA HealthCare			CIGNA HealthCare		
OPEN ACCESS PLUS	Total	Employer	Employee	Total	Employer	Employee
Employee 120	\$740.14	\$715.14	\$25.00	\$765.93	\$740.93	\$25.00
EE+Spouse 35	\$1,587.41	\$1,355.41	\$232.00	\$1,643.10	\$1,411.10	\$232.00
EE+Child(ren) 57	\$1,371.88	\$1,195.88	\$176.00	\$1,419.96	\$1,243.96	\$176.00
EE+Family 76	\$2,219.12	\$1,819.12	\$400.00	\$2,297.10	\$1,897.10	\$400.00
MONTHLY PREMIUM 288	\$391,226.43	\$339,674.43	\$51,552.00	\$404,937.42	\$353,385.42	\$51,552.00
ANNUAL PREMIUM	\$4,694,717.16	\$4,076,093.16	\$618,624.00	\$4,859,249.04	\$4,240,625.04	\$618,624.00
\$ INCREASE	N/A	N/A	N/A	\$164,531.88	\$164,531.88	\$0.00
% INCREASE	N/A	N/A	N/A	3.5%	4.0%	0.0%
DENTAL	Dental Decisions			Dental Decisions		
DIRECT ASSIGNMENT	Total	Employer	Employee	Total	Employer	Employee
Employee 105	\$54.30	\$54.30	\$0.00	\$54.30	\$54.30	\$0.00
EE+Spouse 48	\$85.12	\$76.81	\$8.31	\$85.12	\$76.81	\$8.31
EE+Child(ren) 45	\$99.80	\$87.54	\$12.26	\$99.80	\$87.54	\$12.26
EE+Family 97	\$114.48	\$98.26	\$16.22	\$114.48	\$98.26	\$16.22
MONTHLY PREMIUM 295	\$25,382.82	\$22,858.90	\$2,523.92	\$25,382.82	\$22,858.90	\$2,523.92
ANNUAL PREMIUM	\$304,593.84	\$274,306.80	\$30,287.04	\$304,593.84	\$274,306.80	\$30,287.04
\$ INCREASE	N/A	N/A	N/A	\$0.00	\$0.00	\$0.00
% INCREASE	N/A	N/A	N/A	0.0%	0.0%	0.0%
VISION	Humana			Humana		
	Total	Employer	Employee	Total	Employer	Employee
Employee 122	\$3.74	\$3.74	\$0.00	\$3.74	\$3.74	\$0.00
EE+Spouse 55	\$7.46	\$5.90	\$1.56	\$7.46	\$5.90	\$1.56
EE+Child(ren) 38	\$13.80	\$9.56	\$4.24	\$13.80	\$9.56	\$4.24
EE+Family 79	\$17.52	\$11.72	\$5.80	\$17.52	\$11.72	\$5.80
MONTHLY PREMIUM 294	\$2,775.06	\$2,069.94	\$705.12	\$2,775.06	\$2,069.94	\$705.12
ANNUAL PREMIUM	\$33,300.72	\$24,839.28	\$8,461.44	\$33,300.72	\$24,839.28	\$8,461.44
\$ INCREASE	N/A	N/A	N/A	\$0.00	\$0.00	\$0.00
% INCREASE	N/A	N/A	N/A	0.0%	0.0%	0.0%
HRA FUNDING	Chard Snyder			Chard Snyder		
	Total	Employer	Employee	Total	Employer	Employee
Benefit Eligible Employees 288	\$1,065.00	\$1,065.00	\$0.00	\$1,113.00	\$1,113.00	\$0.00
ANNUAL COST	\$306,720.00	\$306,720.00	\$0.00	\$320,544.00	\$320,544.00	\$0.00
\$ INCREASE	N/A	N/A	N/A	\$13,824.00	\$13,824.00	\$0.00
% INCREASE	N/A	N/A	N/A	4.5%	4.5%	0.0%
HRA / FSA ADMINISTRATION	Chard Snyder			Chard Snyder		
	Total	Employer	Employee	Total	Employer	Employee
HRA Administration 288	\$5.00	\$5.00	\$0.00	\$5.00	\$5.00	\$0.00
FSA Administration 48	\$4.75	\$4.75	\$0.00	\$4.75	\$4.75	\$0.00
MONTHLY PREMIUM	\$1,668.00	\$1,668.00	\$0.00	\$1,668.00	\$1,668.00	\$0.00
ANNUAL PREMIUM	\$20,016.00	\$20,016.00	\$0.00	\$20,016.00	\$20,016.00	\$0.00
\$ INCREASE	N/A	N/A	N/A	\$0.00	\$0.00	\$0.00
% INCREASE	N/A	N/A	N/A	0.0%	0.0%	0.0%
LIFE	CIGNA Group Benefits			CIGNA Group Benefits		
	Total	Employer	Employee	Total	Employer	Employee
Life Rate	\$0.175	\$0.175	\$0.00	\$0.175	\$0.175	\$0.00
AD&D Rate	\$0.025	\$0.025	\$0.00	\$0.025	\$0.025	\$0.00
Total Life and AD&D	\$0.200	\$0.200	\$0.00	\$0.200	\$0.200	\$0.00
Life Volume	\$29,571,700.00	\$29,571,700.00	\$0.00	\$29,571,700.00	\$29,571,700.00	\$0.00
MONTHLY PREMIUM	\$5,914.34	\$5,914.34	\$0.00	\$5,914.34	\$5,914.34	\$0.00
ANNUAL PREMIUM	\$70,972.08	\$70,972.08	\$0.00	\$70,972.08	\$70,972.08	\$0.00
\$ INCREASE	N/A	N/A	N/A	\$0.00	\$0.00	\$0.00
% INCREASE	N/A	N/A	N/A	0.0%	0.0%	0.0%
LONG TERM DISABILITY	CIGNA Group Benefits			CIGNA Group Benefits		
	Total	Employer	Employee	Total	Employer	Employee
LTD Rate	\$0.33	\$0.33	\$0.00	\$0.33	\$0.33	\$0.00
LTD Volume	\$1,397,818.00	\$1,397,818.00	\$0.00	\$1,397,818.00	\$1,397,818.00	\$0.00
MONTHLY PREMIUM	\$4,612.80	\$4,612.80	\$0.00	\$4,612.80	\$4,612.80	\$0.00
ANNUAL PREMIUM	\$55,353.59	\$55,353.59	\$0.00	\$55,353.59	\$55,353.59	\$0.00
\$ INCREASE	N/A	N/A	N/A	\$0.00	\$0.00	\$0.00
% INCREASE	N/A	N/A	N/A	0.0%	0.0%	0.0%
SHORT TERM DISABILITY	CIGNA Group Benefits			CIGNA Group Benefits		
	Total	Employer	Employee	Total	Employer	Employee
STD Rate	\$0.38	\$0.38	\$0.00	\$0.38	\$0.38	\$0.00
STD Volume	\$214,099.00	\$214,099.00	\$0.00	\$214,099.00	\$214,099.00	\$0.00
MONTHLY PREMIUM	\$8,135.76	\$8,135.76	\$0.00	\$8,135.76	\$8,135.76	\$0.00
ANNUAL PREMIUM	\$97,629.14	\$97,629.14	\$0.00	\$97,629.14	\$97,629.14	\$0.00
\$ INCREASE	N/A	N/A	N/A	\$0.00	\$0.00	\$0.00
% INCREASE	N/A	N/A	N/A	0.0%	0.0%	0.0%
EMPLOYEE ASSISTANCE PROGRAM	Aetna Resources for Living			Aetna Resources for Living		
	Total	Employer	Employee	Total	Employer	Employee
EAP Rate 387	\$2.66	\$2.66	\$0.00	\$2.66	\$2.66	\$0.00
MONTHLY PREMIUM	\$1,029.42	\$1,029.42	\$0.00	\$1,029.42	\$1,029.42	\$0.00
ANNUAL PREMIUM	\$12,353.04	\$12,353.04	\$0.00	\$12,353.04	\$12,353.04	\$0.00
\$ INCREASE	N/A	N/A	N/A	\$0.00	\$0.00	\$0.00
% INCREASE	N/A	N/A	N/A	0.0%	0.0%	0.0%
SUMMARY	Total	Employer	Employee	Total	Employer	Employee
TOTAL ANNUAL PREMIUM	\$5,595,655.58	\$4,938,283.10	\$657,372.48	\$5,774,011.46	\$5,116,638.98	\$657,372.48
\$ INCREASE	N/A	N/A	N/A	\$178,355.88	\$178,355.88	\$0.00
% INCREASE	N/A	N/A	N/A	3.2%	3.6%	0.0%