

ELIGIBILITY FOR CITY OF ALEXANDRIA RETIREE HEALTH BENEFITS

- ❖ Retirement from VRS, City Supplemental or the Firefighters and Police Officers Pension Plan
- ❖ Enrolled in a city health insurance plan at the time of retirement

RETIREE HEALTH BENEFITS

- ❖ Employees hired prior to October 1, 2007 are eligible for up to 100% of the retiree health benefit subsidy (currently \$260/month).
- ❖ Employees hired on or after October 1, 2007 are eligible for a percentage of the health benefit subsidy based on completed years of service with the City. (See table below)
- ❖ The entire health subsidy must be spent on city sponsored or other health care premiums. Reimbursements are made quarterly and payments audited semi-annually.

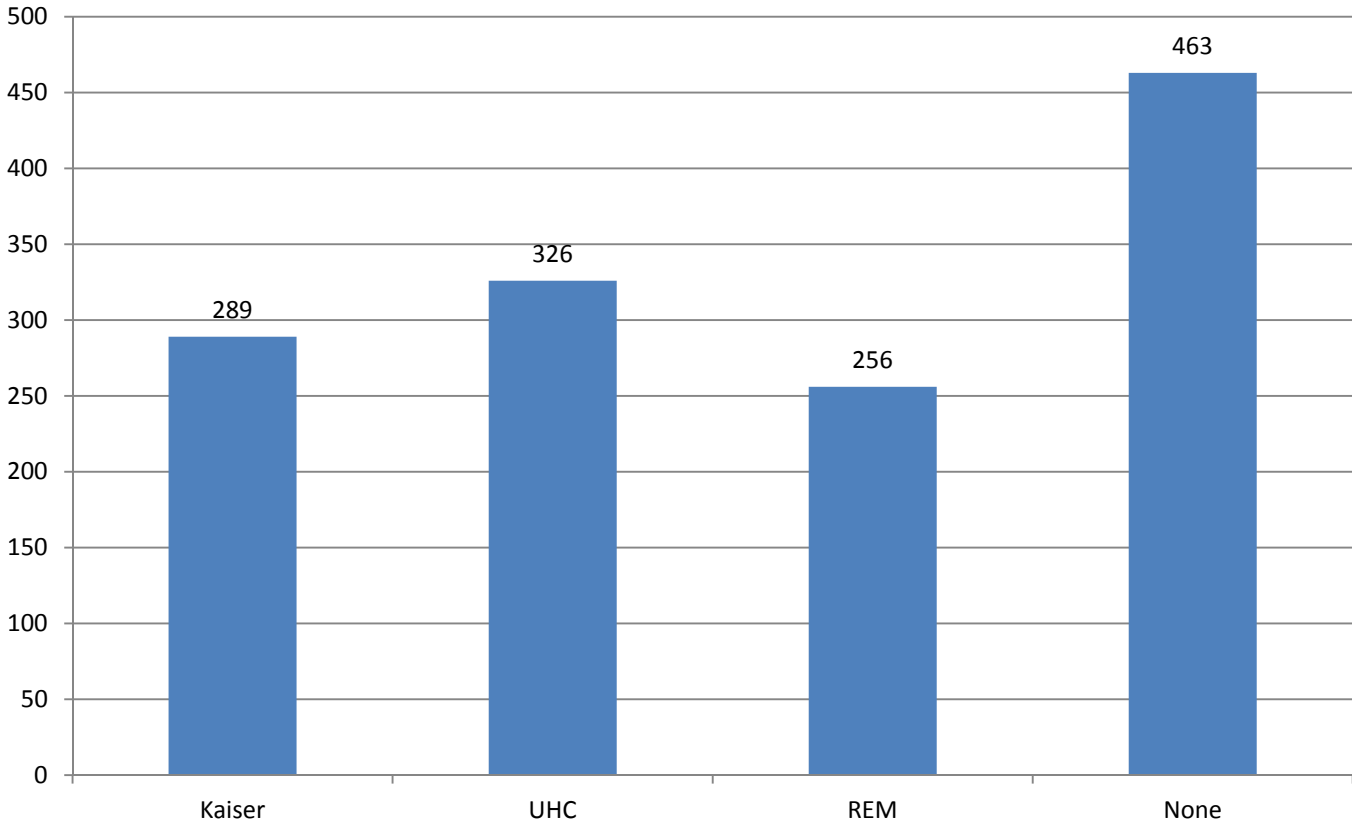
Years of Service	Subsidy (4% Per Year)	Maximum Monthly Subsidy
Less than 5	None	None
5 to 10	20% to 40%	\$52 to \$104
11 to 15	44% to 60%	\$114 to \$156
16 to 20	64% to 80%	\$166 to \$208
21 to 25	84% to 100%	\$218 to \$260

CITY OF ALEXANDRIA
FY 2012 Health Insurance Premiums
FOR CITY RETIREES
Effective July 1, 2011 through June 30, 2012

CITY PLANS	HMO (In Plan Coverage Only)			POS Coverage (In Plan or out of Plan Coverage)		
	TOTAL COST	CITY COST	RETIREE COST	TOTAL COST	CITY COST	RETIREE COST
Kaiser Permanente Under 65						
Individual Monthly Premium	\$473.15	\$260.00	\$213.15	\$698.68	\$260.00	\$438.68
Retiree + One Monthly Premium	\$905.09	\$260.00	\$645.09	\$1,397.37	\$260.00	\$1,137.37
Family Monthly Premium	\$1,419.46	\$260.00	\$1,159.46	\$2,026.19	\$260.00	\$1,766.19
Kaiser Permanente Over 65	Kaiser HMO >65 Medicare Plus - Must have Parts A & B			POS Medicare Plus		
Individual Monthly Premium	\$206.55	\$206.55	\$0.00	N/A		
Retiree + One (Both Medicare) Monthly Premium	\$413.10	\$260.00	\$153.10			
Retiree + One (One Medicare, One Not) Monthly Premium	\$679.70	\$260.00	\$419.70			
	Note: Kaiser Medicare Rates effective 1/1/2011 through 12/31/2011					
CITY PLANS	TOTAL COST	CITY COST	RETIREE COST	TOTAL COST	CITY COST	RETIREE COST
United Health Care Under 65						
Individual Monthly Premium	\$535.35	\$260.00	\$275.35	\$635.69	\$260.00	\$375.69
Retiree + One Monthly Premium	\$1,025.77	\$260.00	\$765.77	\$1,216.51	\$260.00	\$956.51
Family Monthly Premium	\$1,608.78	\$260.00	\$1,348.78	\$1,907.07	\$260.00	\$1,647.07
United Health Care Over 65	Choice Coverage >65 Must have Medicare Parts A & B			Choice Plus Coverage >65 Must have Medicare Parts A & B		
Individual Monthly Premium	\$455.83	\$260.00	\$195.83	\$540.34	\$260.00	\$280.34
Retiree + One Monthly Premium	\$945.81	\$260.00	\$685.81	\$1,121.15	\$260.00	\$861.15
Family Monthly Premium	\$1,528.33	\$260.00	\$1,268.33	\$1,868.59	\$260.00	\$1,608.59

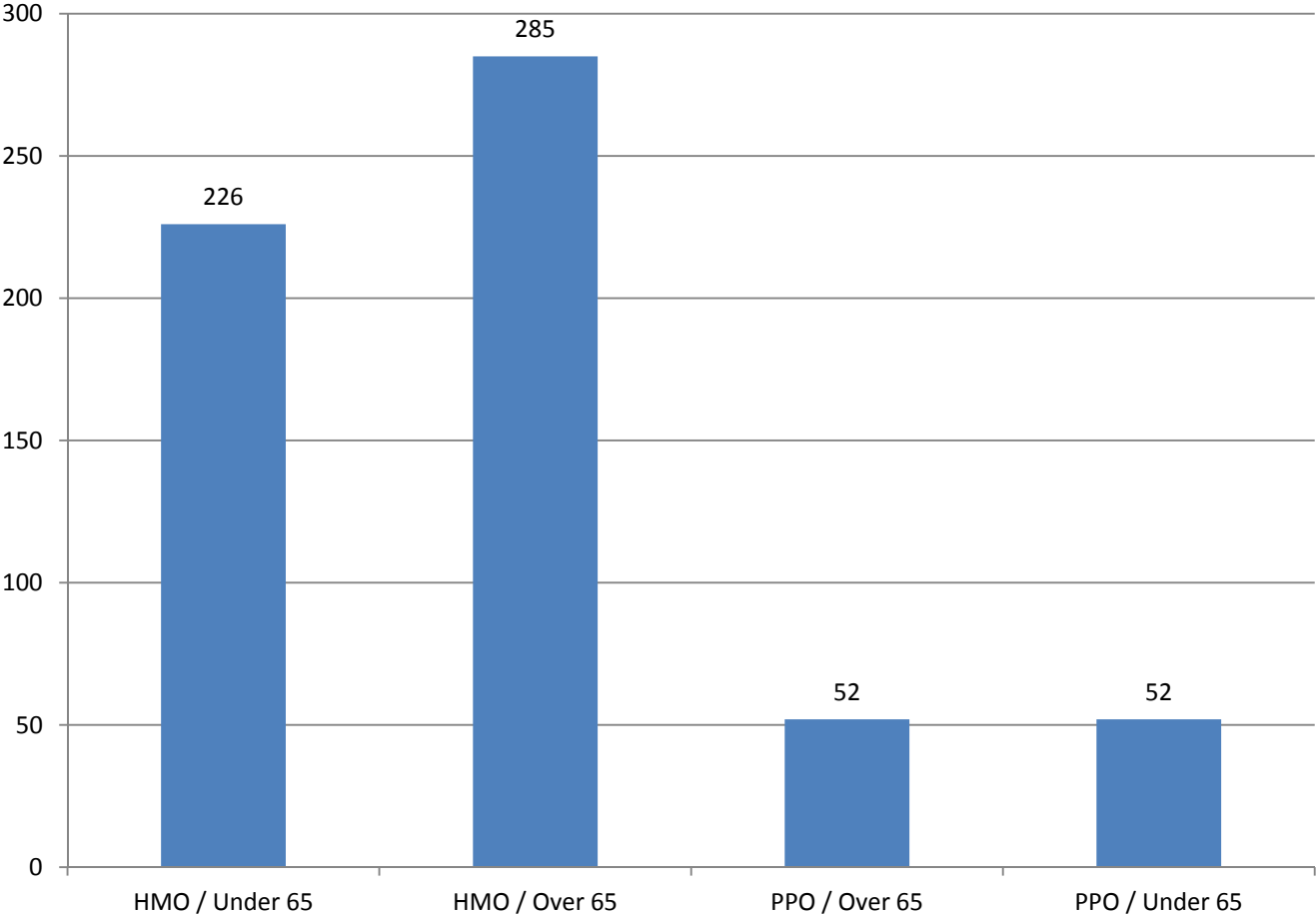
Retiree Health Coverage Totals by Type

Kaiser	289
UHC	326
Reimbursement	256
None	463
Grand Total	1334



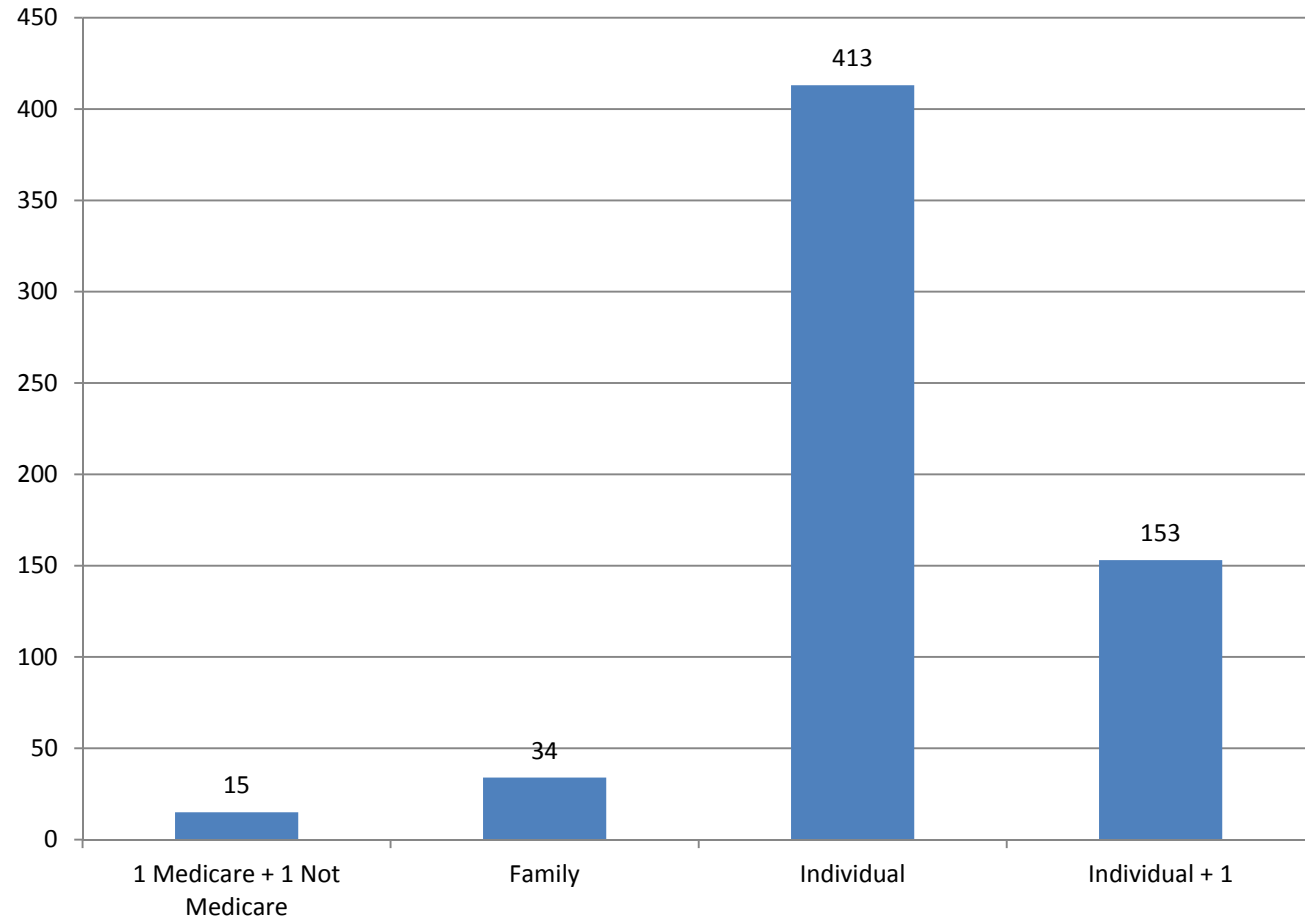
HMO & PPO by Age

HMO / Under 65	226
HMO / Over 65	285
PPO / Over 65	52
PPO / Under 65	52
Grand Total	615



Totals by Coverage Type

1 Medicare + 1 Not Medicare	15
Family	34
Individual	413
Individual + 1	153
Grand Total	615



Retiree Healthcare & Reimbursement Projected Costs FY12

	Count of Retirees	Total Premium	City Premium Share	Retiree Premium Share	Total Cost	City Cost	Retiree Cost
Kaiser Permanente/Medicare (Over 65)	160						
HMO	160						
1 Medicare + 1 Not Medicare	15	\$680	\$260	\$420	\$122,346	\$46,800	\$75,546
Individual	113	\$207	\$207	\$0	\$280,082	\$280,082	\$0
Individual + 1	32	\$413	\$260	\$153	\$158,630	\$99,840	\$58,790
Kaiser Permanente/Retiree (Under 65)	129						
HMO	128						
Family	12	\$1,419	\$260	\$1,159	\$204,402	\$37,440	\$166,962
Individual	84	\$473	\$260	\$213	\$476,935	\$262,080	\$214,855
Individual + 1	32	\$905	\$260	\$645	\$347,555	\$99,840	\$247,715
PPO	1						
Family	1	\$2,026	\$260	\$1,766	\$24,314	\$3,120	\$21,194
Kaiser Permanente Total	289				\$1,614,264	\$829,202	\$785,063
Reimbursement Total	256				\$627,548	\$627,548	
United Health Care/Medicare (Over 65)	177						
HMO	125						
Individual	81	\$456	\$260	\$196	\$443,067	\$252,720	\$190,347
Individual + 1	44	\$946	\$260	\$686	\$499,388	\$137,280	\$362,108
PPO	52						
Individual	40	\$540	\$260	\$280	\$259,363	\$124,800	\$134,563
Individual + 1	12	\$1,121	\$260	\$861	\$161,446	\$37,440	\$124,006
United Health Care/Retiree (Under 65)	149						
HMO	98						
Family	13	\$1,609	\$260	\$1,349	\$250,970	\$40,560	\$210,410
Individual	61	\$535	\$260	\$275	\$391,876	\$190,320	\$201,556
Individual + 1	24	\$1,026	\$260	\$766	\$295,422	\$74,880	\$220,542
PPO	51						
Family	8	\$1,907	\$260	\$1,647	\$183,079	\$24,960	\$158,119
Individual	34	\$636	\$260	\$376	\$259,362	\$106,080	\$153,282
Individual + 1	9	\$1,217	\$260	\$957	\$131,383	\$28,080	\$103,303
United Health Care Total	326				\$2,875,354	\$1,017,120	\$1,858,234
None	463						
Grand Total	1334				\$5,117,166	\$2,473,870	\$2,643,297

ELIGIBILITY FOR CITY OF ALEXANDRIA RETIREE BASIC LIFE INSURANCE BENEFITS

- ❖ Retirement from VRS, City Supplemental or the Firefighters and Police Officers Pension Plan
- ❖ Hired prior to July 1, 2009.
- ❖ Hired on or after July 1, 2009 not eligible for Retiree Life.

Basic Life Insurance Benefit Reductions:

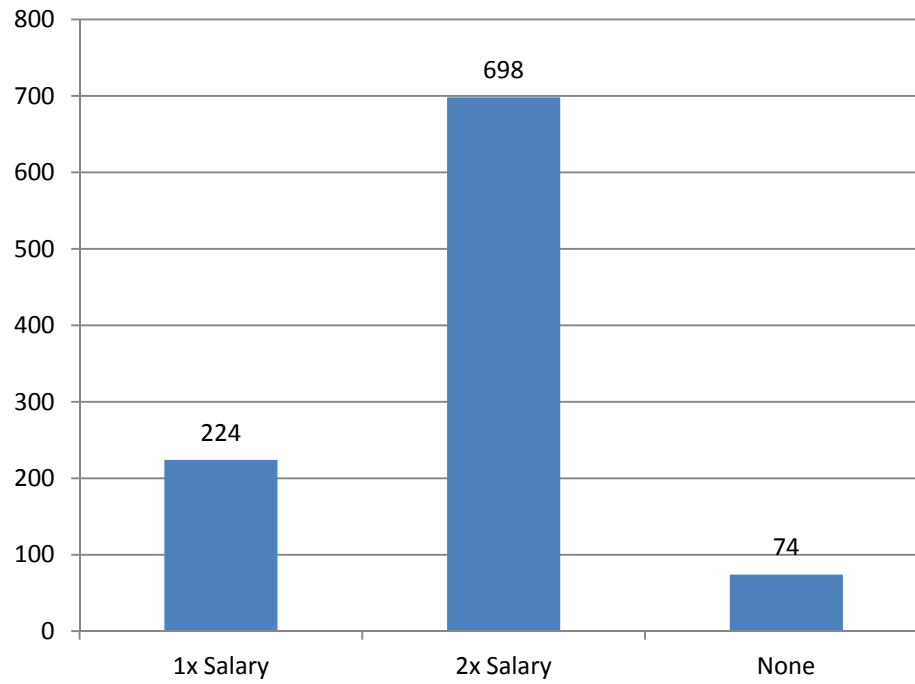
- ❖ Reduced by 25% on January 1 following 65th birthday;
- ❖ Reduced by 10% each succeeding January 1, until age 70;
- ❖ By age 70 the benefit is reduced to 25%;
- ❖ No further reductions after age 70.

Retiree Life Insurance Amount

As of 6/23/2011

Basic Life Insurance Totals

1x Salary	224
2x Salary	698
None	74
Grand Total	996



Retiree Life Insurance - Projected Cost FY12

Life Coverage	Number of Retirees	Sum of City Pd Monthly Premium	Sum of City Pd Annual Premium
One Times Salary	225	\$745.68	\$8,948.16
Two Times Salary	707	\$16,232.56	\$194,790.76
Total	932	\$16,978.24	\$203,738.92

As of 8/1/2011