



KENAI PENINSULA BOROUGH SCHOOL DISTRICT

Finance

Elizabeth Hayes

148 North Binkley Street Soldotna, Alaska 99669-7520
 Phone (907) 714-8874 Fax (907) 262-2309

MEMORANDUM

TO: All employees eligible for the KPBSD Health Plan

FROM: Elizabeth Hayes, Health Care Program Administrator

RE: FY23 Health Care Program Contributions

DATE: September 20, 2022

The KPBSD Health Care Program Committee has been charged with controlling the health care program costs for all covered District employees. A sub-committee of this group meets annually to determine the employee contribution rates for the upcoming year.

The FY22 District contribution was \$2,219.43 and the Employee Contribution was \$365.54 for a total of \$2,584.97 per month.

For the first 6 months of FY23, the District contribution will be \$2,230.17 and the Employee Contribution will be \$393.56 for a total of \$2,623.73 per month. Per the Collective Bargaining Agreement, beginning January 1, 2023, KPBSD will move to a four-tier option. The tiers will be: Employee Only, Employee and Spouse, Employee and Children, and employee and Family.

The sub-committee has established the employee contributions for the 2022-2023 (FY23) school year as follows:

High Deductible HRA & HSA Plans 7/1/2022 through 12/31/2022 (6 Months):

District Cost Per Employee	Cost Per Employee	Combined Cost Per Employee
FY23 District Cost \$2,230.17	FY23 Employee Cost \$393.56	FY23 Combined Total \$2,623.73
X 6	X 6	X 6
Total \$13,381.02	FY23 Annual Total \$2,361.36	Total \$15,742.38

	Employee Contribution
Employee monthly deduction	\$393.56
Times 6 months of coverage	<u>6</u>
Employee contribution amount (July – Dec)	\$2,361.36
Divided by 4 months for payroll deduction (Sept-Dec)	<u>4</u>
Amount withheld September through December	\$590.34

High Deductible HRA & HSA Plans 1/1/2023 through 6/30/2023 (6 Months):

	Tier 1 Employee Only	Tier 2 Employee + Spouse	Tier 3 Employee + Child(ren)	Tier 4 Employee + Family
Employee monthly deduction	\$164.96	\$362.90	\$313.42	\$527.86
Times 6 months of coverage	<u>6</u>	<u>6</u>	<u>6</u>	<u>6</u>
Employee contribution amount (Jan-June)	\$989.76	\$2,177.40	\$1,880.52	\$3,167.16
Divided by 5 months for payroll deduction (Jan-May)	<u>5</u>	<u>5</u>	<u>5</u>	<u>5</u>
Amount withheld January through May	\$197.95	\$435.48	\$376.10	\$633.43

Please note: If you were a new hire during FY23, your deductions may be different than the above. If you have questions please contact the Payroll department.

Annual Open Enrollment:

The Kenai Peninsula Borough School District Health Plan’s next regular annual Open Enrollment will occur from November 15, 2022 through December 15, 2022 with an effective date of January 1, 2023. This is your annual opportunity to add/drop dependents and make Plan election changes; HRA or HSA. ***All Health Plan eligible employees must complete an Enrollment form during this Open Enrollment, even if you have no changes or previously declined coverage.*** The District will provide additional information prior to the annual Open Enrollment.