

HEALTH CARE COST OUT

JOINT ASSOCIATION PROPOSAL ON 10/2/2025 (INITIAL)	
Financial Components	Cost
1. Add Domestic Partner Coverage	\$204,240
2. HCPC Secretarial Support	\$600
3. Opt Out Payment - \$650	\$1,158,300
4. KPBSD - Employer Opt Out Contributions pooled	\$5,251,554
5. Pooling Rx Rebates - KPBSD Portion	\$839,826
6. Pooling Unused HRA balances	\$71,002
7. HRA/HSA contribution for "double Covered" opt outs who enroll on one family policy	\$97,500
8. Employer Contribution pooling for "double covered" opt outs who enroll on one family policy	\$2,104,245
9. 85%/15% Split to 95%/5% Split	\$2,916,909
10. Deductible to be included in OOP Max	\$644,100
11. Increase HRA/HSA contributrion to EE's deductible tier	\$2,191,900
TOTAL PROPOSAL	\$15,480,176