

Exhibit A

**CITY OF AURORA
OAP
HEALTH COSTS
CURRENT FULL TIME EMPLOYEES
2024**

OAP

Tier	Monthly 2023	Annual 2023(2.5%)	Monthly 2024	Annual 2024(4%)
Employee	\$849.45	\$10,193.40	\$883.43	\$10,601.16
Employee + Child(ren)	\$1,698.96	\$20,387.52	\$1,766.92	\$21,203.04
Employee + Spouse	\$2,123.67	\$25,484.04	\$2,208.62	\$26,503.44
Employee + Family	\$2,973.16	\$35,677.92	\$3,092.09	\$37,105.08

Value HSA(HDHP)

	2023	2023(0%)	2024	2024(4%)
Employee	\$499.60	\$5,995.20	\$519.58	\$6,234.96
Employee + Child(ren)	\$999.22	\$11,990.64	\$1039.19	\$12,470.28
Employee + Spouse	\$1,249.08	\$14,988.96	\$1,299.04	\$15,588.48
Employee + Family	\$1,748.63	\$20,983.56	\$1,818.58	\$21,822.96

Employee percentage of contribution:

APPO & Police Management	16.50% of premium (All Tiers)
Fire 99, Fire Management, & IBEW	17.50% of Premium (All Tiers)
AFSCME 1514, AFSCME 3298	Eff. 1/1/24-6/30/24:18.50% and Eff. 7/1/24: 20% of Premium (All Tiers)
Executive/Non Exempt & ASA	20% of premium (All Tiers)