

Exhibit A

**CITY OF AURORA
OAP
HEALTH COSTS
CURRENT FULL TIME EMPLOYEES
2019**

**Executive, Non-Exempt, ASA, IBEW, AFSCME 1514 & 3298
OAP**

Tier	Monthly 2018	Annual 2018(5%)	Monthly 2019	Annual 2019(-11.7%)
Employee	\$823.17	\$9,878.04	\$727.27	\$8,727.24
Employee + Child(ren)	\$1,646.41	\$19,756.93	\$1,454.60	\$17,455.20
Employee + Spouse	\$2,057.99	\$24,695.88	\$1,818.23	\$21,818.76
Employee + Family	\$2,881.20	\$34,574.40	\$2,545.54	\$30,546.48

**Fire Local 99 & Fire Management
OAP 375**

	2018	2018(5%)	2019	2019(3.2%)
Employee	\$823.17	\$9,878.04	\$839.63	\$10,075.56
Employee + Child(ren)	\$1,646.41	\$19,756.93	\$1,679.34	\$20,152.08
Employee + Spouse	\$2,057.99	\$24,695.88	\$2,099.15	\$25,189.80
Employee + Family	\$2,881.20	\$34,574.40	\$2,938.82	\$35,265.84

HDHP

	2018	2018(0%)	2019	2019(0%)
Employee	\$499.60	\$5,995.20	\$499.60	\$5,995.20
Employee + Child(ren)	\$999.22	\$11,990.64	\$999.22	\$11,990.64
Employee + Spouse	\$1,249.08	\$14,988.96	\$1,249.08	\$14,988.96
Employee + Family	\$1,748.63	\$20,983.56	\$1,748.63	\$20,983.56

Employee percentage of contribution:

	Jan 1 – Jun 30	Jul 1- Dec 31
Executive, Non Exempt, ASA, AFSCME 1514 & 3298 APPO & Police Management	15.25% of premium (All Tiers) 12.75% of premium (E, E+sp, E+ch) 10% of premium (Family)	17.50% of premium (All Tiers) 15.25% of premium (All Tiers)
Fire 99 & Fire Management	12.75% of premium (E, E+sp, E+ch) 10%(Family)	12.75% of premium (E, E+sp, E+ch) 10%(Family)
Electrical	17% of premium (All Tiers)	17% of premium (All Tiers)