IDAHO FALLS
City Clerk's Office

NOTICE OF PUBLIC MEETING
Thursday, May 28, 2020
CITY COUNCIL CHAMBERS
680 Park Avenue
Idaho Falls, ID 83402
6:00 p.m.

The public is invited to observe City Council Work Sessions. However, to observe appropriate social distancing guidelines, as recommended by the Centers for Disease Control and Prevention (CDC), the public is encouraged to view this meeting via livestream on the City's website at https://www.idahofallsidaho.gov/429/Live-Stream. The agenda does not include an opportunity for public interaction.

This meeting may be cancelled or recessed to a later time in accordance with law. If you need communication aids or services or other physical accommodations to participate or access this meeting or program of the City of Idaho Falls, you may contact City Clerk Kathy Hampton at 612-8414 or the ADA Coordinator Lisa Farris at 612-8323 as soon as possible and they will accommodate your needs.

SPECIAL CITY COUNCIL WORK SESSION - AMENDED

Call to Order and Roll Call

Mayor:	-Announcements, Opening Remarks
Public Works:	-Consideration of Sole Source Purchase *Action Desired:* To approve the Sole Source Purchase of a Drive Assembly for the Wastewater Treatment Plant's Final Clarifier
Human Resources:	-Presentation and Discussion of City Employees' Health Insurance Renewal, Fiscal Year 2020-2021 (120)

DATED this 27th day of May, 2020

Kathy Hampton
City Clerk

IDAHO FALLS

MEMORANDUM

FROM: Chris H Fredericksen, Public Works Director

DATE: Wednesday, May 27, 2020

RE: Sole Source Drive Assembly Purchase for the Wastewater Treatment Plant

Council Action Desired

☐ Ordinance ☐ Resolution ☐ Public Hearing

☒ Other Action (Approval, Authorization, Ratification, etc)

Approve the sole source purchase of a Drive Assembly for the Wastewater Treatment Plant's final clarifier.

Description, Background Information & Purpose

Attached for your consideration is a purchase order with Evoqua Water Technologies for a Drive Assembly for the Wastewater Treatment Plant's final clarifier. The Drive Assembly operates the skimming arm on the City's final clarifier and is an important component to the City's wastewater treatment process. The City's current Drive Assembly has failed and must be replaced. The Public Works Department is requesting that the City Council approve this purchase as a sole source expenditure, pursuant to Idaho Code § 67-2808(2). It is impractical to requests quotes for the Drive Assembly because it is required to respond to a situation that is immediately detrimental to the public welfare or property and the compatibility of the replacement part is the paramount consideration, Idaho Code § 67-2808(2)(a)(i-ii).

Relevant PBB Results & Department Strategic Plan



☐ ☐ ☐ ☐ ☒ ☒ ☒ ☐

This purchase order supports the community-oriented results of safe and secure community, livable community, and sustainability.

Interdepartmental Coordination

Interdepartmental coordination will be Public Works and Municipal Services

Fiscal Impact

The action requires an expenditure from the Wastewater Fund of $56,522.72. Sufficient funding is available within the current budget year to accommodate this expenditure.

Legal Review

The Legal Department has reviewed and consulted with Public Works on this request.

2020-43

EVOQUA
WATER TECHNOLOGIES

Proposal For:	Quality Steel Inc Tom Bailey 5224 Heyrend Dr IDAHO FALLS, Idaho 83402 Phone: 208-523-6145 tom@qualitysteelinc.com	James Moore Evoqua Water Technologies N19W23993 Ridgeview Pkwy, Suite 200 Waukesha, WI 53188 Phone: 262-521-8368 james.a.moore@evoqua.com

Item Pricing Summary

Item	Part No Description	Qty	Net Price	Ext. Price
1	**W3T22373** DRIVE ASSY-H60ALT, CW,0.03RPM, EURO Reference #: 603-81496-81	1 EA	$52,022.72	$52,022.72

Item(s) Subtotal:	**$52,022.72**
Shipping and Handling Charges:	**$4,500.00**
Total Net Price:	**$56,522.72**

Proposal Notes
lead time is less than 1 week ARO

Due to extreme volatility in steel costs, prices quoted in this proposal will be adjusted to reflect changes in the Metal and Metal Products Index (MMPI) published by the U.S. Department of Labor, Bureau of Labor Statistics. The most recent published MMPI is 225.9 for April 2019.
If the MMPI exceeds 230.5 at the time the Equipment is released for manufacture, then the price will be increased by the same percentage as the MMPI exceeds 230.5

Please provide tax exempt certificate with purchase order.
Our Manufacturer Rep in your area is:

Representative:	Cory Firzlaff
Company:	TC Sales & Service
List Address:	10132 S 440 East
	Sandy, Ut, 84070
Phone:	801-201-3121
Email:	cory@tcsalesco.com

Standard Terms of Sale

1. **Applicable Terms.** These terms govern the purchase and sale of equipment, products, related services, leased products, and media goods if any (collectively herein "Work"), referred to in Seller's proposal ("Seller's Documentation"). Whether these terms are included in an offer or an acceptance by Seller, such offer or acceptance is expressly conditioned on Buyer's assent to these terms. Seller rejects all additional or different terms in any of Buyer's forms or documents.

2. **Payment.** Buyer shall pay Seller the full purchase price as set forth in Seller's Documentation. Unless Seller's Documentation specifically provides otherwise, freight, storage, insurance and all taxes, levies, duties, tariffs, permits or license fees or other governmental charges relating to the Work or any incremental increases thereto shall be paid by Buyer. If Seller is required to pay any such charges, Buyer shall immediately reimburse Seller. If Buyer claims a tax or other exemption or direct payment permit, it shall provide Seller with a valid exemption certificate or permit and indemnify, defend and hold Seller harmless from any taxes, costs and penalties arising out of same. All payments are due within 30 days after receipt of invoice. Buyer shall be charged the lower of 1 ½% interest per month or the maximum legal rate on all amounts not received by the due date and shall pay all of Seller's reasonable costs (including attorneys' fees) of collecting amounts due but unpaid. All orders are subject to credit approval by Seller. Back charges without Seller's prior written approval shall not be accepted.

3. **Delivery.** Delivery of the Work shall be in material compliance with the schedule in Seller's Documentation. Unless Seller's Documentation provides otherwise, delivery terms are ExWorks Seller's factory (Incoterms 2010). Title to all Work shall pass upon receipt of payment for the Work under the respective invoice. Unless otherwise agreed to in writing by Seller, shipping dates are approximate only and Seller shall not be liable for any loss or expense (consequential or otherwise) incurred by Buyer or Buyer's customer if Seller fails to meet the specified delivery schedule.

4. **Ownership of Materials and Licenses.** All devices, designs (including drawings, plans and specifications), estimates, prices, notes, electronic data, software and other documents or information prepared or disclosed by Seller, and all related intellectual property rights, shall remain Seller's property. Seller grants Buyer a non-exclusive, non-transferable license to use any such material solely for Buyer's use of the Work. Buyer shall not disclose any such material to third parties without Seller's prior written consent. Buyer grants Seller a non-exclusive, non-transferable license to use Buyer's name and logo for marketing purposes, including but not limited to, press releases, marketing and promotional materials, and web site content.

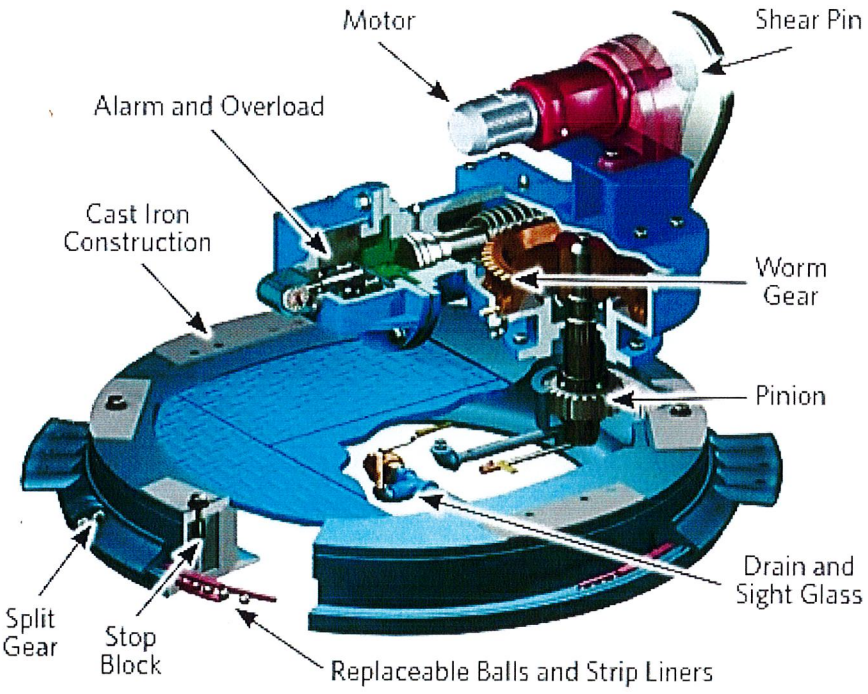
5. **Changes.** Neither party shall implement any changes in the scope of Work described in Seller's Documentation without a mutually agreed upon change order. Any change to the scope of the Work, delivery schedule for the Work, any Force Majeure Event, any law, rule, regulation, order, code, standard or requirement which requires any change hereunder shall entitle Seller to an equitable adjustment in the price and time of performance.

6. **Force Majeure Event.** Neither Buyer nor Seller shall have any liability for any breach or delay (except for breach of payment obligations) caused by a Force Majeure Event. If a Force Majeure Event exceeds six (6) months in duration, the Seller shall have the right to terminate the Agreement without liability, upon fifteen (15) days written notice to Buyer, and shall be entitled to payment for work performed prior to the date of termination. "Force Majeure Event" shall mean events or circumstances that are beyond the affected party's control and could not reasonably have been easily avoided or overcome by the affected party and are not substantially attributable to the other party. Force Majeure Event may include, but is not limited to, the following circumstances or events: war, act of foreign enemies, terrorism, riot, strike, or lockout by persons other than by Seller or its sub-suppliers, natural catastrophes or (with respect to on-site work), unusual weather conditions.

7. **Warranty.** Subject to the following sentence, Seller warrants to Buyer that the (i) Work shall materially conform to the description in Seller's Documentation and shall be free from defects in material and workmanship and (ii) the Services shall be performed in a timely and workmanlike manner. Determination of suitability of treated water for any use by Buyer shall be the sole and exclusive responsibility of Buyer. The foregoing warranty shall not apply to any Work that is specified or otherwise demanded by Buyer and is not manufactured or selected by Seller, as to which (i) Seller hereby assigns to Buyer, to the extent assignable, any warranties made to Seller and (ii) Seller shall have no other liability to Buyer under warranty, tort or any other legal theory. The Seller warrants the Work, or any components thereof, through the earlier of (i) eighteen (18) months from delivery of the Work or (ii) twelve (12) months from initial operation of the Work or ninety (90) days from the performance of services (the "Warranty Period"). If Buyer gives Seller prompt written notice of breach of this warranty within the Warranty Period, Seller shall, at its sole option and as Buyer's sole and exclusive remedy, repair or replace the subject parts, re-perform the Service or refund the purchase price. Unless otherwise agreed to in writing by Seller, (i) Buyer shall be responsible for any labor required to gain access to the Work so that Seller can assess the available remedies and (ii) Buyer shall be responsible for all costs of installation of repaired or replaced Work. If Seller determines that any claimed breach is not, in fact, covered by this warranty, Buyer shall pay Seller its then customary charges for any repair or replacement made by Seller. Seller's warranty is conditioned on Buyer's (a) operating and maintaining the Work in accordance with Seller's instructions, (b) not making any unauthorized repairs or alterations, and (c) not being in default of any payment obligation to Seller. Seller's warranty does not cover (i) damage caused by chemical action or abrasive material, misuse or improper installation (unless installed by Seller) and (ii) media goods (such as, but not limited to, resin, membranes, or granular activated carbon media) once media goods are installed. THE WARRANTIES SET FORTH IN THIS SECTION 7 ARE THE SELLER'S SOLE AND EXCLUSIVE WARRANTIES AND ARE SUBJECT TO THE LIMITATION OF LIABILITY PROVISION BELOW. SELLER MAKES NO OTHER WARRANTIES OF ANY KIND, EXPRESS OR IMPLIED, INCLUDING WITHOUT LIMITATION, ANY WARRANTY OF MERCHANTABILITY OR FITNESS FOR PURPOSE.

8. **Indemnity.** Seller shall indemnify, defend and hold Buyer harmless from any claim, cause of action or liability incurred by Buyer as a result of third party claims for personal injury, death or damage to tangible property, to the extent caused by Seller's negligence. Seller shall have the sole authority to direct the defense of and settle any indemnified claim. Seller's indemnification is conditioned on Buyer (a) promptly, within the Warranty Period, notifying Seller of any claim, and (b) providing reasonable cooperation in the defense of any claim.

9. **Assignment.** Neither party may assign this Agreement, in whole or in part, nor any rights or obligations hereunder without the prior written consent of the other party; provided, however, the Seller may assign its rights and obligations under these terms to its affiliates or in connection with the sale or transfer of the Seller's business and Seller may grant a security interest in the Agreement and/or assign proceeds of the agreement without Buyer's consent.


Motor
Shear Pin
Alarm and Overload
Cast Iron Construction
Worm Gear
Pinion
Drain and Sight Glass
Split Gear
Stop Block
Replaceable Balls and Strip Liners

Human Resources:
City Employees' Health Insurance Renewal, Fiscal Year 2020-2021

Option Matrix

	PPO	HSA	Total Cost		Increase		PPO Out of Pocket Increase (1)		PPO RX Deductible Increase (2)		PPO Copay Increase (3)		HSA Out of Pocket Increase (4)	
	Percentage Ratios		City	Employee	City	Employee	City	Employee	City	Employee	City	Employee	City	Employee
Scenario 1 Current Ratio Split No Plan Changes	89/11	95/5	11,352,856	1,291,080	1,316,829	141,517	-	-	-	-	-	-	-	-
Scenario 1-1 Current Ratio Split All Plan Changes	89/11	95/5	10,665,735	1,210,826	629,708	61,263	238,959	29,534	302,681	37,410	79,653	9,845	65,828	3,465
Scenario 2-2 Moderate Split All Plan Changes	87/13	94/6	10,473,840	1,402,722	437,813	253,159	233,589	34,904	295,879	44,212	77,863	11,635	65,482	3,811
Scenario 3-3 50/50 Increase Split Emp & City - All Plan Changes	86/14	94/6	10,371,289	1,505,272	335,262	355,709	230,904	37,589	292,478	47,613	76,968	12,530	65,135	4,158

Blue Cross Plan Option Changes		
PPO	1	Individual Out of Pocket Changed to $2,500. (3% PPO Decrease - $268,492.82)
PPO	2	Rx Copays Changed to $10/$20/$30/$50/$150/$250 and Rx Brand Deductible $250. (3.8% PPO Decrease- $340,090.91)
PPO	3	Office Visit Copays Change to- Choice Docs: Tier 1 $20 PCP/ $40 Specialist, Tier 2 $40 PCP/$60 Specialist. (1.0% PPO Decrease- $89,497.61)
HSA	4	Individual Out of Pocket Change to $4,800 (2.8% HSA Decrease- $69,292.68)

*All Projected savings are related to the number of employee's election of plans. Any changes to the number of employee's electing plans would change the estimates.

2020/2021 City of Idaho Falls

Scenario 1 (Current Ratio 89/11 & 95/5 No Plan Changes)

PPO(Health/Vision/Dental)		Proposed Plan Monthly			Difference			
		City	Employee	Total	Monthly City Change	City % Increase	Monthly Employee Change	Employee % Increase
67	Employee	638.37	78.90	717.27	75.30	13.37%	9.31	13.38%
85	Employee & Spouse	1,350.66	166.93	1,517.59	162.08	13.64%	20.03	13.64%
18	Employee +1 Child	901.67	111.44	1,013.11	104.71	13.14%	12.94	13.14%
23	Employee +2+ Children	1,298.03	160.43	1,458.46	148.45	12.91%	18.35	12.92%
206	Family	1,943.49	240.21	2,183.70	230.93	13.48%	28.54	13.48%

HSA (Health/Vision/Dental)		Proposed Plan Monthly			Difference			
		City	Employee	Total	Monthly City Change	City % Increase	Monthly Employee Change	Employee % Increase
42	Employee	566.31	29.81	596.12	65.36	13.05%	3.44	13.03%
8	Employee & Spouse	1,193.96	62.84	1,256.80	140.69	13.36%	7.40	13.35%
5	Employee +1 Child	802.41	42.23	844.64	90.89	12.77%	4.78	12.77%
6	Employee +2+ Children	1,158.62	60.98	1,219.60	128.86	12.51%	6.78	12.51%
53	Family	1,721.51	90.61	1,812.12	200.45	13.18%	10.55	13.17%

	Current	Proposed	Difference
Annual City PPO Cost	$ 7,506,796.44	$ 8,524,611.42	$ 1,017,814.98
Annual City HSA Cost	2,228,230.56	$ 2,527,244.14	$ 299,013.58
	$ 9,735,027.00	$ 11,051,855.55	$ 1,316,828.55
Annual City HSA Contribution Cost	301,000.00	301,000.00	-
Total Estimated City Cost	$ 10,036,027.00	$ 11,352,855.55	$ 1,316,828.55
Annual Employee PPO Cost	982,196.76	$ 1,107,984.42	125,787.66
Annual Employe HSA Cost	167,366.40	$ 183,095.54	15,729.14
Total Estimated Employee Cost	$ 1,149,563.16	$ 1,291,079.97	$ 141,516.81
Total Estimated City-Wide Costs	**$ 11,185,590.16**	**$ 12,643,935.52**	**$ 1,458,345.36**

2020/2021 City of Idaho Falls

Scenario 1-1 (Current Ratio 89/11 & 95/5 All Plan Changes)

PPO(Health/Vision/Dental)		Proposed Plan Monthly			Difference			
		City	Employee	Total	Monthly City Change	City % Increase	Monthly Employee Change	Employee % Increase
67	Employee	592.41	73.22	665.62	29.34	5.21%	3.63	5.21%
85	Employee & Spouse	1,251.72	154.71	1,406.43	63.14	5.31%	7.81	5.31%
18	Employee +1 Child	837.75	103.54	941.29	40.79	5.12%	5.04	5.12%
23	Employee +2+ Children	1,207.41	149.23	1,356.64	57.83	5.03%	7.15	5.03%
206	Family	1,802.53	222.78	2,025.31	89.97	5.25%	11.11	5.25%

HSA (Health/Vision/Dental)		Proposed Plan Monthly			Difference			
		City	Employee	Total	Monthly City Change	City % Increase	Monthly Employee Change	Employee % Increase
42	Employee	551.92	29.05	580.97	50.97	10.18%	2.68	10.16%
8	Employee & Spouse	1,162.99	61.21	1,224.20	109.72	10.42%	5.77	10.41%
5	Employee +1 Child	782.40	41.18	823.58	70.88	9.96%	3.73	9.96%
6	Employee +2+ Children	1,130.25	59.49	1,189.74	100.49	9.76%	5.29	9.75%
53	Family	1,677.38	88.28	1,765.67	156.32	10.28%	8.22	10.27%

	Current	Proposed	Difference
Annual City PPO Cost	$ 7,506,796.44	$ 7,903,319.02	$ 396,522.58
Annual City HSA Cost	2,228,230.56	$ 2,461,416.09	$ 233,185.53
	$ 9,735,027.00	$ 10,364,735.12	$ 629,708.12
Annual City HSA Contribution Cost	301,000.00	301,000.00	-
Total Estimated City Cost	$ 10,036,027.00	$ 10,665,735.12	$ 629,708.12
Annual Employee PPO Cost	982,196.76	$ 1,031,195.47	48,998.71
Annual Employe HSA Cost	167,366.40	$ 179,630.91	12,264.51
Total Estimated Employee Cost	$ 1,149,563.16	$ 1,210,826.38	$ 61,263.22
Total Estimated City-Wide Costs	**$ 11,185,590.16**	**$ 11,876,561.50**	**$ 690,971.34**

2020/2021 City of Idaho Falls

Scenario 2-2 (Moderate Split 87/12 & 94/6 All Plan Changes)

PPO(Health/Vision/Dental)		Proposed Plan Monthly			Difference			
		City	Employee	Total	Monthly City Change	City % Increase	Monthly Employee Change	Employee % Increase
67	Employee	579.09	86.53	665.62	16.02	2.85%	16.94	24.34%
85	Employee & Spouse	1,223.59	182.84	1,406.43	35.01	2.95%	35.94	24.46%
18	Employee +1 Child	818.93	122.37	941.29	21.97	2.76%	23.87	24.23%
23	Employee +2+ Children	1,180.28	176.36	1,356.64	30.70	2.67%	34.28	24.13%
206	Family	1,762.02	263.29	2,025.31	49.46	2.89%	51.62	24.39%

HSA (Health/Vision/Dental)		Proposed Plan Monthly			Difference			
		City	Employee	Total	Monthly City Change	City % Increase	Monthly Employee Change	Employee % Increase
42	Employee	549.02	31.95	580.97	48.07	9.60%	5.58	21.17%
8	Employee & Spouse	1,156.87	67.33	1,224.20	103.60	9.84%	11.89	21.45%
5	Employee +1 Child	778.28	45.30	823.58	66.76	9.38%	7.85	20.95%
6	Employee +2+ Children	1,124.30	65.44	1,189.74	94.54	9.18%	11.24	20.73%
53	Family	1,668.56	97.11	1,765.67	147.50	9.70%	17.05	21.30%

	Current	Proposed	Difference
Annual City PPO Cost	$ 7,506,796.44	$ 7,724,628.73	$ 217,832.29
Annual City HSA Cost	2,228,230.56	$ 2,448,210.86	$ 219,980.30
	$ 9,735,027.00	$ 10,172,839.59	$ 437,812.59
Annual City HSA Contribution Cost	301,000.00	301,000.00	-
Total Estimated City Cost	$ 10,036,027.00	$ 10,473,839.59	$ 437,812.59
Annual Employee PPO Cost	982,196.76	$ 1,209,885.76	227,689.00
Annual Employe HSA Cost	167,366.40	$ 192,836.15	25,469.75
Total Estimated Employee Cost	$ 1,149,563.16	$ 1,402,721.91	$ 253,158.75
Total Estimated City-Wide Costs	**$ 11,185,590.16**	**$ 11,876,561.50**	**$ 690,971.34**

2020/2021 City of Idaho Falls

Scenario 3-3 (50/50 Increase Employee/City Split 86/14 & 94/6 All Plan Changes)

PPO(Health/Vision/Dental)		Proposed Plan Monthly			Difference			
		City	Employee	Total	Monthly City Change	City % Increase	Monthly Employee Change	Employee % Increase
67	Employee	572.44	93.19	665.62	9.37	1.66%	23.60	33.91%
85	Employee & Spouse	1,209.53	196.90	1,406.43	20.95	1.76%	50.00	34.04%
18	Employee +1 Child	809.51	131.78	941.29	12.55	1.58%	33.28	33.79%
23	Employee +2+ Children	1,166.71	189.93	1,356.64	17.13	1.49%	47.85	33.68%
206	Family	1,741.77	283.54	2,025.31	29.21	1.71%	71.87	33.96%

HSA (Health/Vision/Dental)		Proposed Plan Monthly			Difference			
		City	Employee	Total	Monthly City Change	City % Increase	Monthly Employee Change	Employee % Increase
42	Employee	546.11	34.86	580.97	45.16	9.02%	8.49	32.19%
8	Employee & Spouse	1,150.74	73.45	1,224.20	97.47	9.25%	18.01	32.49%
5	Employee +1 Child	774.16	49.41	823.58	62.64	8.80%	11.96	31.95%
6	Employee +2+ Children	1,118.35	71.38	1,189.74	88.59	8.60%	17.18	31.71%
53	Family	1,659.73	105.94	1,765.67	138.67	9.12%	25.88	32.33%

	Current	Proposed	Difference
Annual City PPO Cost	$ 7,506,796.44	$ 7,635,283.59	$ 128,487.15
Annual City HSA Cost	2,228,230.56	$ 2,435,005.62	$ 206,775.06
	$ 9,735,027.00	$ 10,070,289.21	$ 335,262.21
Annual City HSA Contribution Cost	301,000.00	301,000.00	-
Total Estimated City Cost	$ 10,036,027.00	$ 10,371,289.21	$ 335,262.21
Annual Employee PPO Cost	982,196.76	$ 1,299,230.91	317,034.15
Annual Employe HSA Cost	167,366.40	$ 206,041.38	38,674.98
Total Estimated Employee Cost	$ 1,149,563.16	$ 1,505,272.29	$ 355,709.13
Total Estimated City-Wide Costs	**$ 11,185,590.16**	**$ 11,876,561.50**	**$ 690,971.34**

Sample of Different Grades

Grade 2-5 PPO			
Wage	$	14.62	
Gross	$	30,409.60	
Health E/S/C			
	Employee Annual Premium		**Percentage of Gross**
Scenario 1	$	2,882.48	9.48%
Scenario 1-1	$	2,673.41	8.79%
Scenario 2-2	$	3,159.49	10.39%
Scenario 3-3	$	3,402.53	11.19%

Grade 2-5 HSA			
Wage	$	14.62	
Gross	$	30,409.60	
HSA E/S/C			
	Employee Annual Premium		**Percentage of Gross**
Scenario 1	$	1,087.27	3.58%
Scenario 1-1	$	1,059.40	3.48%
Scenario 2-2	$	1,165.34	3.83%
Scenario 3-3	$	1,271.28	4.18%

Grade 7-5 PPO			
Wage	$	21.94	
Gross	$	45,635.20	
Health E/S/C			
	Employee Annual Premium		**Percentage of Gross**
Scenario 1	$	2,882.48	6.32%
Scenario 1-1	$	2,673.41	5.86%
Scenario 2-2	$	3,159.49	6.92%
Scenario 3-3	$	3,402.53	7.46%

Grade 7-5 HSA			
Wage	$	21.94	
Gross	$	45,635.20	
HSA E/S/C			
	Employee Annual Premium		**Percentage of Gross**
Scenario 1	$	1,087.27	2.38%
Scenario 1-1	$	1,059.40	2.32%
Scenario 2-2	$	1,165.34	2.55%
Scenario 3-3	$	1,271.28	2.79%

Grade 11-5 PPO			
Wage	$	31.73	
Gross	$	65,998.40	
Health E/S/C			
	Employee Annual Premium		**Percentage of Annual**
Scenario 1	$	2,882.48	4.37%
Scenario 1-1	$	2,673.41	4.05%
Scenario 2-2	$	3,159.49	4.79%
Scenario 3-3	$	3,402.53	5.16%

Grade 11-5 HSA			
Wage	$	31.73	
Gross	$	65,998.40	
HSA E/S/C			
	Employee Annual Premium		**Percentage of Gross**
Scenario 1	$	1,087.27	1.65%
Scenario 1-1	$	1,059.40	1.61%
Scenario 2-2	$	1,165.34	1.77%
Scenario 3-3	$	1,271.28	1.93%

Grade 16-5 PPO			
Wage	$	51.66	
Gross	$	107,452.80	
Health E/S/C			
	Employee Annual Premium		**Percentage of Gross**
Scenario 1	$	2,882.48	2.68%
Scenario 1-1	$	2,673.41	2.49%
Scenario 2-2	$	3,159.49	2.94%
Scenario 3-3	$	3,402.53	3.17%

Grade 16-5 HSA			
Wage	$	51.66	
Gross	$	107,452.80	
HSA E/S/C			
	Employee Annual Premium		**Percentage of Gross**
Scenario 1	$	1,087.27	1.01%
Scenario 1-1	$	1,059.40	0.99%
Scenario 2-2	$	1,165.34	1.08%
Scenario 3-3	$	1,271.28	1.18%