

Brooklyn Park Charter Commission Meeting Agenda
Wednesday, April 9, 2025, 7:00 p.m.
City Hall Room A203

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1. Call to Order/Roll Call
 - 1.1 Welcome New Commissioners
2. Public Comment
3. Additions/Approval of the Agenda of April 9, 2025
4. Approval of Minutes
 - 4.1** FEBRUARY 12, 2025, MEETING
5. Old Business
6. Reports of Officers, Boards, and Standing Committees
7. New Business
 - 7.1 Mayor/Council Salaries
 - 7.1A** MAYOR AND COUNCIL MEMBER SALARY COMPARISON CHART
 - 7.1B** OCTOBER 24, 2022, REQUEST FOR COUNCIL ACTION AND ATTACHMENTS
 - 7.2 April 7 Council Work Session – Charter Commission Presentation
8. Correspondence/Communications
 - 8.1 Council Liaison Update on Council Actions
9. Adjournment

Commission members are asked to let Devin Montero, Staff Liaison, know if you won't be able to attend this meeting. Devin can be reached by phone (763-493-8180) or by email (devin.montero@brooklynpark.org).

City of Brooklyn Park

CHARTER COMMISSION Attachments

Agenda Item No.:	4.1	Meeting Date:	April 9, 2025
Prepared by:	Devin Montero	Presented By:	Dennis Secara, Chair

Attachments:

4.1 FEBRUARY 12, 2025 REGULAR MEETING MINUTES

Brooklyn Park Charter Commission Meeting Minutes
Wednesday, February 12, 2025, 7:00 p.m.
City Hall Room A203

1. Call to Order/Roll Call

Present: Commissioners Sunday Alabi, Barbara Bor, Amy Hanson, Peggy Larkin, LaDawn Severin, Scott Simmons, Gregory Szach.

Absent: Commissioners Dennis Secara (excused) Susan Maberera (excused), and Council Liaison Nichole Klonowski (excused); Shamara Freeman

Staff Liaison Present: Devin Montero, City Clerk

Vice Chair Bor asked for a current list of commissioners on the Charter Commission.

Vice Chair Bor asked about Council Liaison Klonowski attendance and if she was reappointed as Council Liaison to the Charter Commission.

Staff Liaison Montero stated that Council Liaison Klonowski would not be in attendance tonight and did not ask for an alternate because of how light the agenda was.

2. Public Comment – None.

3. Additions/Approval of the Agenda of February 12, 2025

Motion Commissioner Hanson, Second Commissioner Szach to approve the agenda as presented. The motion passed unanimously.

4. Approval of Minutes

4.1 December 11, 2024, Meeting Minutes

Motion Commissioner Larkin, Second Commissioner Szach, to approve the December 11, 2024, meeting minutes as presented. The motion passed. Commissioners Alabi and Hanson abstained.

4.2 January 8, 2025, Meeting Minutes

Motion Commissioner Alabi, Second Commissioner Larkin to approve the January 8, 2025 meeting minutes as amended. The motion passed. Commission Simmons abstained.

5. Old Business

5.1 Charter Commission Officers for 2025

Staff Liaison Montero presented the updated officers appointed at the January 8 meeting. Vice Chair Bor and Commissioners confirmed the appointments of officers.

Motion Commissioner Alabi, Second Commissioner Larkin to confirm the appointment of officers. Motion passed unanimously.

5.2 Charter Commission By-Laws

Staff Liaison Montero presented the updated Charter Commission By-Laws as amended at the January 8 meeting. He updated the by-laws regarding the unexcused absences, officer terms and duties as discussed and approved at the last meeting.

Vice Chair Bor asked about the quorum numbers as discussed at the last meeting.

Staff Liaison Montero briefed the council on the quorum numbers for full membership, 10 members with one vacancy, 9 members with two vacancies and 8 members with three vacancies.

Discussions were held on the unexcused absences conflicting with state statutes. Staff Liaison Montero stated he sent the proposed by-laws amendment to the city attorney and he was okay with the change.

Motion Commissioner Hanson, Second Commissioner Alabi to approve the By-Laws as amended on January 8, 2025. Motion passed unanimously.

6. Reports of Officers, Boards and Standing Committees-None.

7. New Business

7.1 Review of Charter Commission 2024 Annual Report

Vice Chair Bor and Commissioners reviewed the 2024 Annual Report. Staff Liaison Montero stated the verbal report to the council would be held at the February 24, 2025, council meeting.

Chair Bor stated the amendment didn't pass at the second reading and the commissioners decided to wait until the council had new representation. She stated they should look at the amendment at a separate meeting because the commissioners were moving the same version forward and making it clear to the council what it was they were looking at.

Staff Liaison Montero stated the Charter Commission would be presenting the council vacancies to the council at its next work session on April 7, 2025. He stated it would give him time to prepare documents the commission needed for the presentation.

Vice Chair Bor stated they would need to put that on the March agenda to read what they had in writing, the process and where the commission would go if they had the opportunity to go to the April 7 work session. She stated if the amendment moved forward to the council, it would have a better chance of being understood.

Staff Liaison Montero stated if the council wanted to go forward with the amendment at the work session, it would have to start over with a public hearing, first reading and second reading.

Commissioner Larkin asked if there was a Powerpoint presentation in the past so they could have something to look at before the work session.

Staff Liaison Montero stated he would bring everything at the March meeting on what the commissioners presented last year for review.

Vice Chair Bor requested putting that on the March agenda to review the documents that were created last year and prepare for the April 7 work session.

She asked if the annual report should go as it read because it was tedious in the format.

Staff Liaison Montero stated when presenting the annual report, they only summarized it and didn't need to read it verbatim.

Vice Chair Bor stated they could also reference the work the commissioners were planning to do on looking at the amendment again.

Motion Commissioner Hanson, Second Commissioner Larkin to accept the Charter Commission 2024 Annual Report as written. The motion passed unanimously.

8. Correspondence/Communications

Staff Liaison Montero stated according to the Charter, the Commissioners would be receiving the city manager's population report in March. He stated each odd year, the Commissioners would review the populations within each council district and determined if they were equally balanced. He stated the Commissioners used a five percent deviation as their standard. He presented the population report and deviation chart from 2023.

Vice Chair Bor thanked Commissioner Simmons for being on the commission and asked him if he could share some highlights of his time on the commission.

Commissioner Simmons gave a summary of being on the council, the budget advisory commission, planning commission, charter commission, and working in the community with BPAA and the schools. He stated he was leaving the city on Friday and moving to Florida. He stated it was a pleasure to serve on the charter commission and of all of the commissions, the charter commission served his interests and has been the longest serving charter commissioner.

9. Adjournment

Motion Commissioner Simmons, second by Commissioner Larkin to adjourn the meeting. The motion carried unanimously.

The meeting adjourned at 7:36 p.m.

Respectfully submitted,

Devin Montero
Staff Liaison

City of Brooklyn Park
CHARTER COMMISSION Attachments

Agenda Item No.:	7.1A	Meeting Date:	April 9, 2025
Prepared by:	Devin Montero	Presented By:	Dennis Secara, Chair

Attachments:

7.1A MAYOR AND COUNCIL MEMBER SALARY COMPARISON CHART

Mayor and Council Member Salary Comparison Data (2025)

Form of Government		Organization	Population	Number of Full Time Employees	Total Budget	Number of Council Members	Member Annual Base Salary	Mayor Annual Base Salary	Medical
Statutory B Council MGR	x	Apple Valley	56,374	210	\$39,524,000	4	\$ 11,340	\$ 15,840	Offered - Same Benefits
Council/Mgr	x	Blaine	73,774	228	\$39,547,492	6	\$ 13,462	\$ 18,315	Not Offered
Council/Mgr	x	Bloomington	89,298	618	\$190,549,193	6	\$ 12,396	\$ 26,400	Offered - Same Benefits
Council/Mgr	X	Brooklyn Park	86,478	384	\$121,500,000	6	\$ 11,856	\$ 17,796	N/A
Statutory B	x	Burnsville	61,693	266	\$100,568,108	4	\$ 18,000	\$ 24,000	Offered - Same Benefits
Charter Council Mgr	x	Coon Rapids	63,599	242	\$78,466,766	6	\$ 10,500	\$ 14,000	Not Offered
Council/Mgr	x	Eden Prairie	64,400	280	\$85,715,538	4	\$ 14,136	\$ 18,260	N/A
Statutory B Council MGR	X	Edina	52,437	342	\$211,679,069	5	\$ 14,072	\$ 17,689	N/A
Plan A	x	Lakeville	75,217	261	\$138,515,004	4	\$ 10,000	\$ 15,000	Not Offered
Mayor Council	x	Maple Grove	70,253	294	\$52,331,800	5	\$ 15,100	\$ 17,400	Offered - Unique Benefits
Executive Mayor Legislative Council	email sent	Minneapolis (FT)	422,331	3,250	\$1,700,000,000	13	\$ 109,847	\$ 140,814	Offered - Same Benefits
Council/Mgr	x	Minnetonka	54,474	233	2025 Budet for all funds is \$126,794,661; General Fund is only \$55,298,661	6	\$ 18,000	\$ 23,500	N/A
Council/Mgr	x	Plymouth	81,000	331	\$99,090,160	6	\$ 13,409	\$ 21,148	N/A
Strong Mayor	x	St. Paul (FT)	303,820	3,218	\$897,066,202	7	\$ 76,794	\$ 153,587	Offered - Same Benefits
Weak Mayor; Mayor Council	x	Woodbury	78,920	293	\$101,048,209	4	\$ 12,726	\$ 17,681	Offered - Unique Benefits
Strong Mayor	x	Duluth	86,619			10	\$ 29,900	\$ 97,500	
Mayor Council	email sent	Rochester	122,191			7	\$ 55,840	\$ 83,760	
Mayor Council	x	St. Cloud	69,568	475	\$89,808,200	7	\$ 12,500	\$ 50,000	mayor-medical; council -no
Council/Mgr	x	Mankato	46,130	283	166,778,247	7	12,316	24,632	
*Note: Data collected from League of MN Cities Survey Report. Some cities may not have updated data in 2025.									

City of Brooklyn Park

CHARTER COMMISSION Attachments

Agenda Item No.:	7.1B	Meeting Date:	April 9, 2025
Prepared by:	Devin Montero	Presented By:	Dennis Secara, Chair

Attachments:

7.1B OCTOBER 24, 2022, REQUEST FOR COUNCIL ACTION AND ATTACHMENTS

City of Brooklyn Park Request for Council Action

Agenda Item:	4.6	Meeting Date:	October 24, 2022
Agenda Section:	Consent	Originating Department:	Administration
Resolution:	N/A	Prepared By:	Devin Montero, City Clerk and Jay Stroebe, City Manager
Ordinance:	SECOND READING		
Attachments:	4	Presented By:	Jay Stroebe
Item:	SECOND READING of an Ordinance to Amend City Code Section 30.01 Mayor and Council Member Salaries		

City Manager's Proposed Action:

MOTION _____, SECOND, _____, TO WAIVE THE READING AND ADOPT ON SECOND READING ORDINANCE #2022-_____ AMENDING CITY CODE SECTION 30.01 MAYOR AND COUNCIL MEMBER SALARIES.

Overview:

At the May 2, 2022 City Council work session, the City Council made a request that the Charter Commission review Mayor and Council compensation and report back to the City Council. On September 14, 2022, the Charter Commission reviewed salary and benefit data of similar suburban cities with population greater than 50,000. That comparative data is attached. Based on their review of the data, the Charter Commission recommended to:

- Increase the annual salary of the Mayor from \$17,796.00 to \$21,355.20,
- Retain the existing salary for Council Members, and
- Not add health care or additional benefit offerings for the Mayor and Council Members.

Charter Commission Chair Secara presented this information to the City Council on September 26. The City Council seemed generally supportive of the increased compensation for the Mayor and had differing opinions on adjustments to wages for Council Members. Additionally, the Council had differing opinions on whether the Mayor and Council Members should be provided additional benefits including health or dental insurance.

Based on the Council discussion, the proposed ordinance change includes an increase in the Mayor's salary from \$17,796 to \$21,355 starting in January 2023 with an additional three percent increase in January 2024. Based on current inflationary trends, Council Member salaries are proposed to be adjusted three percent in January 2023 and an additional three percent in January 2024. If the City Council wanted to consider offering additional health or dental insurance benefits for elected officials, the 2022 costs are attached for reference. The total health premium costs range from a low of \$8,240 for single coverage to \$32,571 for family coverage. The city contribution for those low and high plans including an HRA/HSA contribution are \$9,644 and \$23,380, respectively. See the attached document for all plan options.

Primary Issues/Alternatives to Consider:

If the Council wants to adjust the salary for the Mayor and Council, the change needs to be approved prior to the next municipal election, which is scheduled for November 8, 2022.

Minnesota Statute 415.11, Subd. 2 states that, "No change in salary shall take effect until after the next succeeding municipal election." Amending the City Code of Ordinances would adjust the salary amounts for the next sitting City Council.

The last salary change for the Mayor and Council Members was approved in July 2018, which increased salaries for 2019 and 2020. If this code amendment is approved, the increases would be effective January 1, 2023.

The present salary for the Mayor is \$17,796 a year and the present salary for each Council Member is \$11,856 a year.

The First Reading of the ordinance was held on October 10, 2022, and unanimously approved by the Council.

Budgetary/Fiscal Issues: N/A

Attachments:

- 4.6A ORDINANCE
- 4.6B LETTER FROM CHARTER COMMISSION
- 4.6C SALARY COMPARISON CHARTS
- 4.6D HEALTH AND DENTAL INSURANCE COST OPTIONS

ORDINANCE #2022-

ORDINANCE AMENDING CITY CODE SECTION 30.01
MAYOR AND COUNCIL MEMBER SALARIES

~~Text with strikeouts is proposed for deletion.~~

Text with underline is proposed for insertion.

The City of Brooklyn Park does ordain:

Section 1. Section 30.01 of the City Code is amended to read as follows:

§ 30.01 SALARY OF MAYOR AND COUNCIL MEMBERS.

(A) The monthly salary of each Council member shall be ~~\$950~~ \$988.00 per month until January 1, ~~2019~~ 2023, at which time it shall be ~~\$969~~ \$1017.64 per month until January 1, ~~2020~~ 2024, at which time it shall be ~~\$988~~ \$1048.17 per month, and the monthly salary for the Mayor shall be ~~\$1425~~ \$1483.00 per month until January 1, ~~2019~~ 2023, at which time it shall be ~~\$1454~~ \$1,779.60 per month until January 1, ~~2020~~ 2024, at which time it shall be ~~\$1483~~ \$1,832.99 per month.

(B) The salary schedule referred to in division (A) of this section is established on the basis that the offices of Mayor and Council member in this city are part-time positions. The Mayor and/or Council members are sometimes required to attend municipal functions or to take time from their regular employment to perform services beneficial to the city. Additional compensation is paid to the Mayor or Council members in those cases subject to the following conditions:

(1) The activity and number of days for which a Council member is to be engaged must be approved by the City Council prior to member's participation.

(2) The Mayor and Council member will be paid \$50 per day as supplemental compensation for each day approved and for which the member is in attendance at the approved activity.

(C) The City Manager shall biennially prepare a compensation report that contains an analysis of the compensation paid to elected officials of the Minneapolis-St. Paul area metropolitan cities similar to the City of Brooklyn Park. The report shall be provided to the City Council for review.



City of Brooklyn Park
City Hall
5200 85th Ave. N.
Brooklyn Park, MN 55443
763-424-8000
www.brooklynpark.org

To: City Manager Jay Stroebe
From: Dennis Secara, Chair, Brooklyn Park Charter Commission
Date: September 15, 2022
Subject: Council Compensation

At the Charter Commission meeting on September 14, 2022, the Charter Commission was presented with Council Member salary and compensation comparison data for various Twin Cities communities for the year 2022 from the City Manager. Based on information provided in this report, the Charter Commission recommends that the City Council increase the annual salary of the mayor from \$17,796.00 to \$21,355.20. As per statute, if approved by the City Council prior to the November general election, this increase would take effect in January 2023. This 20% increase is in recognition of the unique responsibilities entrusted to the mayor and for the commitment required for service to the residents of Brooklyn Park.

Upon review of the compensation comparison data, Commissioners noted a salary disparity between the Mayors of Brooklyn Park and Bloomington. Whereas the Mayor for the city of Bloomington receives an annual salary of \$26,400.00, the Mayor of Brooklyn Park receives an annual salary of \$17,796.00. The two cities are nearly identical in population: 89,987 residents for Bloomington, and 86,476 residents in Brooklyn Park. Given that the two cities are nearly equal in population, Commissioners felt that the salary received by the Mayor of Brooklyn Park should be in line with, but not in excess, of the salary received by the Mayor of Bloomington.

Further, the annual salaries of council members for Bloomington and Brooklyn Park were seen as closer in parity than that of the respective Mayors. For that reason, Commissioners determined that a salary increase for Brooklyn Park Council Members was unnecessary at this time.

If requested, I'd be happy to present this recommendation to the city council.

A full text of the charter commission's deliberations is available in the minutes for the September 14, 2022 meeting.

Sincerely,

A handwritten signature in cursive script that reads "Dennis Secara".

Dennis Secara, Chair
Brooklyn Park Charter Commission

Attachment: Mayor and Council Member Salary Comparison Data (2022)

cc: Charter Commission Members
City Attorney

Mayor and Council Member Salary Comparison Data (2022)

Organization	Population	Number of Full Time Employees	Total Budget	Number of Council Members	Council Member Annual Base	Mayor Annual Base Salary	Medical
Apple Valley	52,361	202	\$34,029,360	4	\$ 9,408	\$ 13,140	Offered - Same Benefits
Blaine	62,066	183	\$35,976,800	6	\$ 10,500	\$ 14,313	Not Offered
Bloomington	89,987	618	\$190,549,193	6	\$ 12,396	\$ 26,400	Offered - Same Benefits
Brooklyn Park	86,478	384	\$121,500,000	6	\$ 11,856	\$ 17,796	N/A
Burnsville	61,693	266	\$100,568,108	4	\$ 12,000	\$ 15,600	Offered - Same Benefits
Coon Rapids	62,359	351	\$78,466,766	6	\$ 10,500	\$ 14,000	Not Offered
Eden Prairie	64,400	277	\$73,494,140	4	\$ 11,672	\$ 15,077	N/A
Edina	53,268	691	\$120,599,879	4	\$ 11,825	\$ 14,864	N/A
Lakeville	60,965	190	\$129,383,672	4	\$ 10,000	\$ 15,000	Not Offered
Maple Grove	69,249	243	\$42,898,000	4	\$ 13,500	\$ 15,500	Offered - Unique Benefits
Minneapolis (FT)	422,331	3,250	\$1,700,000,000	13	\$ 107,692	\$ 138,051	Offered - Same Benefits
Minnetonka	51,669	233	\$85,297,586	6	\$ 11,000	\$ 15,000	N/A
Plymouth	79,450	252	\$99,090,160	6	\$ 11,469	\$ 15,830	N/A
St. Paul (FT)	300,851	3,027	\$612,000,000	7	\$ 63,003	\$ 126,006	Offered - Same Benefits
Woodbury	78,920	273	\$100,222,347	4	\$ 11,380	\$ 14,947	Offered - Unique Benefits

\$25 Meeting Fee

*Note: Data collected from League of MN Cities Survey Report. Some cities may not have updated data in 2022.

2022 Employee Per Paycheck Expenses

SINGLE COVERAGE											
A	B	C	D	E	F	G	H	I	J	K	L
Health Plan Single Deductible/ Family Deductible	Monthly Medical Premium	City Total Monthly Contribution	City Allocation for HRA/HSA	City Allocation for Medical Premium (C - D)	Employee Monthly Medical Premium Expense (B - E)	Employee PER PAYCHECK Medical Premium Expense (F x 12 /24 Paychecks)	Dental Plan	Monthly Dental Premium	Employee PER PAYCHECK Dental Premium Expense (I x 12 /24 Paychecks)	Employee PER PAYCHECK Total Medical & Dental Premium Expense (G + J)	Employee Monthly Voluntary Life & STD Insurance Premiums
HRA \$2000/\$4000	848.22	761.99	125.00	636.99	211.23	105.62	Buy-Up	43.00	21.50	127.12	You Pay All Costs
HRA \$2000/\$4000	848.22	761.99	125.00	636.99	211.23	105.62	Base	28.00	14.00	119.62	You Pay All Costs
HRA \$2000/\$4000	848.22	761.99	125.00	636.99	211.23	105.62	Waive	0.00	0.00	105.62	You Pay All Costs
HRA Metro \$2000/\$4000	801.62	780.76	125.00	655.76	145.86	72.93	Buy-Up	43.00	21.50	94.43	You Pay All Costs
HRA Metro \$2000/\$4000	801.62	780.76	125.00	655.76	145.86	72.93	Base	28.00	14.00	86.93	You Pay All Costs
HRA Metro \$2000/\$4000	801.62	780.76	125.00	655.76	145.86	72.93	Waive	0.00	0.00	72.93	You Pay All Costs
HSA \$2800/\$5600	728.39	776.90	125.00	651.90	76.49	38.25	Buy-Up	43.00	21.50	59.75	You Pay All Costs
HSA \$2800/\$5600	728.39	776.90	125.00	651.90	76.49	38.25	Base	28.00	14.00	52.25	You Pay All Costs
HSA \$2800/\$5600	728.39	776.90	125.00	651.90	76.49	38.25	Waive	0.00	0.00	38.25	You Pay All Costs
HSA Metro \$2800/\$5600	686.66	803.66	125.00	678.66	8.00	4.00	Buy-Up	43.00	21.50	25.50	You Pay All Costs
HSA Metro \$2800/\$5600	686.66	803.66	125.00	678.66	8.00	4.00	Base	28.00	14.00	18.00	You Pay All Costs
HSA Metro \$2800/\$5600	686.66	803.66	125.00	678.66	8.00	4.00	Waive	0.00	0.00	4.00	You Pay All Costs

2022 Employee Per Paycheck Expenses

EMPLOYEE PLUS ONE COVERAGE

A	B	C	D	E	F	G	H	I	J	K	L
Health Plan Single Deductible/ Family Deductible	Monthly Medical Premium	City Total Monthly Contribution	City Allocation for HRA/HSA	City Allocation for Medical Premium (C - D)	Employee Monthly Medical Premium Expense (B - E)	Employee PER PAYCHECK Medical Premium Expense (F x 12 /24 Paychecks)	Dental Plan	Monthly Dental Premium	Employee PER PAYCHECK Dental Premium Expense (I x 12 /24 Paychecks)	Employee PER PAYCHECK Total Medical & Dental Premium Expense (G + J)	Employee Monthly Voluntary Life & STD Insurance Premiums
HRA \$2000/\$4000	1781.25	1356.13	125.00	1231.13	550.12	275.06	Buy-Up	135.00	67.50	342.56	You Pay All Costs
HRA \$2000/\$4000	1781.25	1356.13	125.00	1231.13	550.12	275.06	Base	85.00	42.50	317.56	You Pay All Costs
HRA \$2000/\$4000	1781.25	1356.13	125.00	1231.13	550.12	275.06	Waive	0.00	0.00	275.06	You Pay All Costs
HRA Metro \$2000/\$4000	1683.40	1354.42	125.00	1229.42	453.98	226.99	Buy-Up	135.00	67.50	294.49	You Pay All Costs
HRA Metro \$2000/\$4000	1683.40	1354.42	125.00	1229.42	453.98	226.99	Base	85.00	42.50	269.49	You Pay All Costs
HRA Metro \$2000/\$4000	1683.40	1354.42	125.00	1229.42	453.98	226.99	Waive	0.00	0.00	226.99	You Pay All Costs
HSA \$2800/\$5600	1529.61	1351.73	125.00	1226.73	302.88	151.44	Buy-Up	135.00	67.50	218.94	You Pay All Costs
HSA \$2800/\$5600	1529.61	1351.73	125.00	1226.73	302.88	151.44	Base	85.00	42.50	193.94	You Pay All Costs
HSA \$2800/\$5600	1529.61	1351.73	125.00	1226.73	302.88	151.44	Waive	0.00	0.00	151.44	You Pay All Costs
HSA Metro \$2800/\$5600	1442.00	1350.20	125.00	1225.20	216.80	108.40	Buy-Up	135.00	67.50	175.90	You Pay All Costs
HSA Metro \$2800/\$5600	1442.00	1350.20	125.00	1225.20	216.80	108.40	Base	85.00	42.50	150.90	You Pay All Costs
HSA Metro \$2800/\$5600	1442.00	1350.20	125.00	1225.20	216.80	108.40	Waive	0.00	0.00	108.40	You Pay All Costs

2022 Employee Per Paycheck Expenses

FAMILY COVERAGE

A	B	C	D	E	F	G	H	I	J	K	L
Health Plan Single Deductible/ Family Deductible	Monthly <i>Medical</i> Premium	City Total Monthly Contribution	City Allocation for HRA/HSA	City Allocation for <i>Medical</i> Premium (C - D)	Employee Monthly <i>Medical</i> Premium Expense (B - E)	Employee PER PAYCHECK <i>Medical</i> Premium Expense (F x 12 /24 Paychecks)	Dental Plan	Monthly <i>Dental</i> Premium	Employee PER PAYCHECK <i>Dental</i> Premium Expense (J x 12 /24 Paychecks)	Employee PER PAYCHECK Total <i>Medical & Dental</i> Premium Expense (G + J)	Employee Monthly Voluntary Life & STD Insurance Premiums
HRA \$2000/\$4000	2714.29	1948.32	125.00	1823.32	890.97	445.49	Buy-Up	135.00	67.50	512.99	You Pay All Costs
HRA \$2000/\$4000	2714.29	1948.32	125.00	1823.32	890.97	445.49	Base	85.00	42.50	487.99	You Pay All Costs
HRA \$2000/\$4000	2714.29	1948.32	125.00	1823.32	890.97	445.49	Waive	0.00	0.00	445.49	You Pay All Costs
HRA Metro \$2000/\$4000	2565.18	1981.30	125.00	1856.30	708.88	354.44	Buy-Up	135.00	67.50	421.94	You Pay All Costs
HRA Metro \$2000/\$4000	2565.18	1981.30	125.00	1856.30	708.88	354.44	Base	85.00	42.50	396.94	You Pay All Costs
HRA Metro \$2000/\$4000	2565.18	1981.30	125.00	1856.30	708.88	354.44	Waive	0.00	0.00	354.44	You Pay All Costs
HSA \$2800/\$5600	2330.84	1839.95	125.00	1714.95	615.89	307.95	Buy-Up	135.00	67.50	375.45	You Pay All Costs
HSA \$2800/\$5600	2330.84	1839.95	125.00	1714.95	615.89	307.95	Base	85.00	42.50	350.45	You Pay All Costs
HSA \$2800/\$5600	2330.84	1839.95	125.00	1714.95	615.89	307.95	Waive	0.00	0.00	307.95	You Pay All Costs
HSA Metro \$2800/\$5600	2197.33	1870.60	125.00	1745.60	451.73	225.87	Buy-Up	135.00	67.50	293.37	You Pay All Costs
HSA Metro \$2800/\$5600	2197.33	1870.60	125.00	1745.60	451.73	225.87	Base	85.00	42.50	268.37	You Pay All Costs
HSA Metro \$2800/\$5600	2197.33	1870.60	125.00	1745.60	451.73	225.87	Waive	0.00	0.00	225.87	You Pay All Costs