Office of the County Executive

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Accountability • Respect • Customer Service

Economic Impact of Manitowoc County Health Savings Accounts

2008 Comparison per "Family Plan"	Old Plan	New Plan	SAVINGS	
	Major Medical $250/$500 deductible (premium estimated)*	Health Savings Account $3000 HSA	Employee	Employer
2008 Annual Premium	$22,865.00	$12,294.00	$0.00	$10,571.00
Employee share of premium (8%)	$1,829.20	$0	$1,829.20	-$1,829.20
"HSA" contribution	$0.00	$3,000.00	$3,000.00	-$3,000.00
WIS Income Taxes @6.75% (max rate) on HSA Contribution	$0.00		-$202.50	n/a
Employee Family Deductible	$500.00	$3,000.00	-$2,500.00	n/a
Drug card - Employee Co-pay	$200.00		$200.00	n/a
Flex Contribution by Employer	$200.00		-$200.00	$200.00
	Annual Impact per Employee **		$2,126.70	$5,941.80

Minimum Annual Employee Cash Savings >>>>>>>>>>>>>> $2,126.70 ***

Annual Employer Cash Savings >>>>>>>>>>>>>>>>>>>>>>>>>>>>>>>> $5,941.80

*** 2008 "old plan" premium estimated by increasing 2007 premium by 16.08% which is the amount of increase quoted based on 12 months of claims experience under the "old" plan**

**** Annual impact assumes full use of deductible each year - Under HSA plan amount unspent rolls forward annually as private property of the employee.**

***** These minimum annual savings to employees are in addition to a increase of 3% in the general level of wages**