

SUNY Broome Health Insurance Cost Trends 2010 to 2015

Over the past 5 years there has been an increase in both the employee and College share for health Insurance. In 2 of the 5 years there was no increase in the health insurance rate.

The college share has increased by a greater dollar amount, and the employee share has increased by a greater %. All employees and retirees with health coverage now pay 16% of the cost in accordance with their approved bargaining unit agreements.

Comparative salary increase and Consumer Price Index information is presented for informational purposes.

Annual Cost per Employee*

College Share	2010	2015	\$ change	% change
Individual	5,721	6,402	680	11.9%
Family	15,448	17,285	1,836	11.9%
Employee / retiree Share				
	2010	2015	\$ change	% change
Individual	817	1,219	402	49.2%
Family	2,207	3,292	1,085	49.2%
Total Cost				
	2010	2015	\$ change	% change
Individual	6,539	7,621	1,082	16.6%
Family	17,655	20,577	2,921	16.5%

* traditional plan

Full-time salaries (for comparative purposes) ~	9/1/2010	2015	\$ change	% change
Lowest	20,831	23,112	2,281	11.0%
Average	47,664	53,831	6,167	12.9%
Highest	98,957	105,995	7,038	7.1%

~ Base salary only; all bargaining units - includes only employees who were here in 2010 and are still here; also includes title and position changes and promotions; does not include overload, additional assignments, grants work, or overtime

Northeast Consumer Price Index August 2010 (234.15) to August 2015 (252.903) : 8%

Total SUNY Broome Health Insurance Cost - operating budget

	2010	2015	\$ change	% change
College Share - employee health	4,191,657	4,657,696	466,039	11.1%
College Share - retiree health	2,306,116	3,107,989	801,874	34.8%
Total College Share	6,497,773	7,765,685	1,267,913	19.5%
Employee Share	566,695	860,727	294,032	51.9%
Retiree Share (also reflects increase in # retired)	376,860	627,090	250,231	66.4%
Total Employee/Retiree Share	943,555	1,487,817	544,263	57.7%
Total Cost	\$ 13,939,100	\$ 17,019,188	\$ 3,080,088	22.1%