

From: Laurin Cathey
Sent: Wednesday, May 15, 2019 2:27 PM
To: mike@spft.org; kevin@spft.org; jloahr@teamsterslocal320.org
Subject: SPPS Communications

Hello,

Each of you asked for information related to how the District calculated the penalties and cost associated with an early separation from our existing contract with HealthPartners. Attached is the current agreement, please pay special attention to:

- Article 1, Section 1.3 (Adjustments)
- Article 3 Table 3 (Rate Differentials)

The amount of the penalty is calculated by multiplying the number of employees we have in each plan and level on 12/31/19 by 12 (number of months under the penalty considering a 1/1/20 move date). In doing so you will find the amount is just short of \$4 million dollars. I have inserted our current breakdown of all employees by level and plan for your convenience.

Plan	Actives	Early Retirees
CoPay Open Access - Single	1583	221
CoPay Open Access - Single+1	214	26
CoPay Open Access - Family	299	1
CoPay SmartCare - Single	254	
CoPay SmartCare - Single+1	34	
CoPay SmartCare - Family	33	
HRA Deductible Open Access - Single	162	10
HRA Deductible Open Access - Single+1	35	4
HRA Deductible Open Access - Family	61	
HRA Deductible SmartCare - Single	51	
HRA Deductible SmartCare - Single+1	12	
HRA Deductible SmartCare - Family	9	
H.S.A Deductible Open Access - Single	733	29
H.S.A Deductible Open Access - Single+1	186	14
H.S.A Deductible Open Access - Family	480	5
H.S.A Deductible SmartCare - Single	795	
H.S.A Deductible SmartCare - Single+1	61	
H.S.A Deductible SmartCare - Family	113	

Let me know if you have questions.



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