

CCM AND CRCOG RELEASE NEW BENEFIT PLAN COST DATA!

The **Connecticut Conference of Municipalities (CCM)** and the **Capitol Region Council of Governments (CRCOG)** are pleased to announce the release of **FY 2017-2018 Benefit Plan Cost Data** at CTMunicipalData.org, as part of their Annual Municipal Salary Survey. In order to access this data, simply click on the **Benefit Plans** icon in the reporting module and use the available filters to run custom, downloadable comparisons across communities.



Understanding the New Data Set:

Here's a summary of the specific data points collected by the survey this year:

Average Employer Cost Per Employee Per Year:	How much on average does the municipality spend to insure one employee?
Average Employee Cost Per Year:	How much on average does one employee spend per year on this plan?
Total Monthly Premium Charged by Insurer; include portion paid by municipality AND employee – Employee Only Plan:	How much per month is the total premium (both employee and employer) if only the employee is enrolled?
Total Monthly Premium Charged by Insurer; include portion paid by municipality AND employee – Employee + 1 Plan:	How much per month is the total premium (both employee and employer) if the employee plus spouse is enrolled?
Total Monthly Premium Charged by Insurer; include portion paid by municipality AND employee – Family Plan:	How much per month is the total premium (both employee and employer) if the employee plus family is enrolled?

Limitations:

During the initial data review/cleaning phase, staff uncovered significant disparities/irregularities in health plan responses across communities. An instruction sheet clarifying the desired data points was issued and impacted towns were asked to revisit/update their data. Please contact CCM or CRCOG if you notice any remaining outliers.

Here are a few other things to consider when viewing the data based on staff and town feedback:

- The survey requested FY 2017-2018 data, but did not account for variances in plan years across communities (i.e. fiscal year, calendar year, etc.). Accordingly, the data provided by select towns may not cover the entire fiscal year addressed by this survey.
- Since the survey only focused on health plan cost data, towns are encouraged to contact other municipalities directly to dig deeper into the breadth of coverage associated with the average annual costs/total monthly premiums listed.
- While many communities did enter their health and other benefit plan data, some neglected to tie those plans back to eligible positions later in the survey, which will impact position-based analyses.
- Lacking a notes section, towns were unable to indicate additional information regarding their health and other benefit plans. For example, many communities are self-insured; some offer insurance discounts to incentivize employees to participate in a wellness program.

As always, should you have any questions, please don't hesitate to reach out to AJ Birmingham at abirmingham@ccm-ct.org or Hedy Ayers at CRCOG at hayers@crcog.org.