



# IMPORTANT INFORMATION

As you are aware, rates are determined predominantly through claim experience and then negotiations with the Insurer. On a regular basis NEBS compares its rates to similar groups to determine rate validity. On a consistent basis, the rates that NEBS charges its members remain below what an organization is likely to find on their own in the market and less than similar plans are paying for premiums. Effective August 1<sup>st</sup>, 2023, we are seeing a decrease in Medical (both Family and Single). There is an increase in Life Insurance (both Group and Dependent), Long-Term Disability (taxable and non-taxable), Short-Term Disability Taxable, Dental, and Elected and Appointed Officials Coverage. Overall, the increase totals a 4.1% percent increase over last year’s premiums.

The rates that NEBS charges for premiums are the cost of the coverage with the carrier plus a 15% admin fee. NEBS regularly compares rates on the market to ensure our members are getting the best coverage and cost of that coverage possible.

The table below identifies the coverage and cost per benefit and the following page shows examples of monthly premium costs based on the employee’s annual base salary.

If you have any questions, please contact me directly.

Thank you,



Shawn Maley  
 CEO  
 Northern Employee Benefits

| COVERAGE   | 2022-2023  | 2023-2024  | CHANGE                  |
|--|--|--|-------------------------|
|  | MONTHLY PREMIUMS   | MONTHLY PREMIUMS   |                         |
| Group Life Insurance                                     | \$0.519 / \$1,000 Benefit  | \$0.539 / \$1,000 Benefit  | 3.9%                    |
| Dependent Life Insurance                                 | \$3.80 Flat Rate   | \$3.94 Flat Rate   | 3.7%                    |
| Accidental Death, Disease and<br>Dismemberment Insurance | \$0.025 / \$1,000 Benefit  | \$0.025 / \$1,000 Benefit  | 0.0%                    |
| Long Term Disability Coverage                            |  |  |                         |
| 60% Non-Taxable  | \$3.322 / \$100 Benefit  | \$3.678 / \$100 Benefit  | 24.0%                   |
| 70% Taxable  | \$2.323 / \$100 Benefit  | \$2.881 / \$100 Benefit  | 10.7%                   |
| *Short Term Disability Coverage<br>(Weekly Indemnity)    |  |  |                         |
| 60% Non-Taxable  | \$0.223 / \$10 Benefit   | \$0.223 / \$10 Benefit   | 0.0%                    |
| 70% Taxable  | \$0.196 / \$10 Benefit   | \$0.236 / \$10 Benefit   | 20.40%                  |
| *Medical and Vision Coverage                             | Single \$98.36 Flat Rate<br>Spouse Only \$98.36 Flat Rate<br>Family \$217.38 Flat Rate | Single \$93.76 Flat Rate<br>Spouse Only \$93.76 Flat Rate<br>Family \$207.22 Flat Rate | -4.7%<br>-4.7%<br>-4.7% |
| *Dental Services Coverage                                | Single \$52.56 Flat Rate<br>Spouse Only \$52.56 Flat Rate<br>Family \$118.06 Flat Rate | Single \$55.38 Flat Rate<br>Spouse Only \$52.38 Flat Rate<br>Family \$124.42 Flat Rate | 5.4%<br>5.4%<br>5.4%    |
| *Elected and Appointed Officials<br>Coverage             | \$54.40 Flat Rate  | \$56.40 Flat Rate  | 3.7%                    |

\* Denotes optional plans in which employers may elect to participate.



**NORTHERN EMPLOYEE BENEFITS SERVICES**  
**2023-2024 MONTHLY PREMIUMS**

| Annual Base Salary | Life Insurance |              | Accidental Death, Disease & Dismemberment |              | Long Term Disability               |                                | Weekly Indemnity |       |
|--------------------|----------------|--------------|---|--------------|------------------------------------|--------------------------------|------------------|-------|
|                    | 3 X Salary     | 1.5 X Salary | 3 X Salary                                | 1.5 X Salary | 60% of Salary Non-Taxable Coverage | 70% of Salary Taxable Coverage | 60% NT           | 70% T |
| \$ 20,000.00       | 32.34          | 16.17        | 1.50                                      | 0.75         | 36.78                              | 33.62                          | 5.15             | 6.37  |
| \$ 25,000.00       | 40.43          | 20.48        | 1.88                                      | 0.95         | 45.98                              | 42.03                          | 6.44             | 7.95  |
| \$ 30,000.00       | 48.51          | 24.26        | 2.25                                      | 1.13         | 55.17                              | 50.42                          | 7.74             | 9.53  |
| \$ 35,000.00       | 56.60          | 28.57        | 2.63                                      | 1.33         | 64.37                              | 58.83                          | 9.01             | 11.14 |
| \$ 40,000.00       | 64.68          | 32.34        | 3.00                                      | 1.50         | 73.56                              | 67.24                          | 10.30            | 12.72 |
| \$ 45,000.00       | 72.77          | 36.65        | 3.38                                      | 1.70         | 82.76                              | 75.63                          | 11.60            | 14.30 |
| \$ 50,000.00       | 80.85          | 40.43        | 3.75                                      | 1.88         | 91.95                              | 84.04                          | 12.87            | 15.91 |
| \$ 55,000.00       | 88.94          | 44.74        | 4.13                                      | 2.08         | 101.15                             | 92.45                          | 14.16            | 17.49 |
| \$ 60,000.00       | 97.02          | 48.51        | 4.50                                      | 2.25         | 110.34                             | 100.84                         | 15.45            | 19.07 |
| \$ 65,000.00       | 105.11         | 52.82        | 4.88                                      | 2.45         | 119.54                             | 109.25                         | 16.73            | 20.65 |
| \$ 70,000.00       | 113.19         | 56.60        | 5.25                                      | 2.63         | 128.73                             | 117.66                         | 18.02            | 22.25 |
| \$ 75,000.00       | 121.28         | 60.91        | 5.63                                      | 2.83         | 137.93                             | 126.04                         | 19.31            | 23.84 |
| \$ 80,000.00       | 129.36         | 64.68        | 6.00                                      | 3.00         | 147.12                             | 134.46                         | 20.61            | 25.42 |
| \$ 85,000.00       | 137.45         | 68.99        | 6.38                                      | 3.20         | 156.32                             | 142.87                         | 21.88            | 27.02 |
| \$ 90,000.00       | 145.53         | 72.77        | 6.75                                      | 3.38         | 165.51                             | 151.25                         | 23.17            | 28.60 |
| \$ 95,000.00       | 153.62         | 77.08        | 7.13                                      | 3.58         | 174.71                             | 159.67                         | 24.46            | 30.18 |
| \$ 100,000.00      | 161.70         | 80.85        | 7.50                                      | 3.75         | 183.90                             | 168.08                         | 25.73            | 31.79 |
| \$ 105,000.00      | 169.79         | 85.16        | 7.88                                      | 3.95         | 193.10                             | 176.46                         | 27.03            | 33.37 |
| \$ 110,000.00      | 177.87         | 88.94        | 8.25                                      | 4.13         | 202.29                             | 184.87                         | 28.32            | 34.95 |
| \$ 115,000.00      | 185.96         | 93.25        | 8.63                                      | 4.33         | 211.49                             | 193.29                         | 29.59            | 36.56 |
| \$ 120,000.00      | 194.04         | 97.02        | 9.00                                      | 4.50         | 220.68                             | 201.67                         | 30.89            | 38.14 |
| \$ 125,000.00      | 202.13         | 101.33       | 9.38                                      | 4.70         | 229.88                             | 210.08                         | 32.18            | 39.72 |
| \$ 130,000.00      | 210.21         | 105.11       | 9.75                                      | 4.88         | 239.07                             | 218.50                         | 33.45            | 41.30 |
| \$ 135,000.00      | 218.30         | 109.42       | 10.13                                     | 5.08         | 248.27                             | 226.88                         | 34.74            | 42.90 |

**DEPENDENT LIFE**                      **FLAT RATE = \$3.80**

|                    |           |                     |           |
|--------------------|-----------|---------------------|-----------|
| <b>EHC RATES</b>   |           | <b>DENTAL RATES</b> |           |
| - SINGLE or SPOUSE | \$ 93.76  | - SINGLE or SPOUSE  | \$ 55.36  |
| - FAMILY           | \$ 207.22 | - FAMILY            | \$ 124.42 |

**ELECTED/APPOINTED OFFICIALS**  
**COVERAGE**                                  **FLAT RATE = \$56.40**