

Wage Co Sharing

For Tchrs & Administrators:

| NAME | Increased Premium Co-Sharing? | | Current Co-Share % | | Savings from Increased Co-Shares | | Comments: |
|-----------------|---|--|---------------------------------------|--|----------------------------------|----------------------------------|--|
| | FY09 | FY10 | FY09 | FY10 | FY09 | FY10 | |
| BARRINGTON | No | Yes - Increased from 15% to 20% | 15% | 20% | 0 | 135,038 | Plan design changes for increase office and ER visits were also implemented |
| BURRILLVILLE | No | No | 5% Tchrs; 10% Adm | 5% Tchrs; 10% Adm | 0 | 0 | |
| CENTRAL FALLS | Yes 1.5% over prior | Yes - 1% over prior | 9% | 10% | \$42,000 | \$44,000 | FY11 Co-share increased to 15% |
| COVENTRY | No | No | 15% | 15% | 0 | 0 | |
| CRANSTON | No | 10% | No | 15% | N/A | \$1.4M | Cost sharing will increase to 17% for FY11 and FY12. |
| CUMBERLAND | No | Yes | 11% | 15% | \$0 | \$198,000 | Changes to 15.5% in FY11 and 16% in FY12. |
| EAST GREENWICH | Yes 2% inc | No | 15% | 15% | \$27,898 | 0 | Co-sharing increases to 16% in FY11. |
| EAST PROVIDENCE | Yes | N/A | 20% | 20% | \$ 829,457 | 0 | In addition, \$79,000 was saved with new plan design and incr deductibles; \$296,781 saved by elimination of buy backs |
| FOSTER | Yes 1.5% of base pay | No | 10% | 10% | \$15,918 | 0 | |
| GLOCESTER | No | No | 1.5% of base salary | 1.5% of base salary | 0 | 0 | Currently in mediation - No increases on co-sharing at this time. |
| JAMESTOWN | No | No | 5 or 15% depend-ing on DOH | 5 or 15% depend-ing on DOH | 0 | 0 | |
| JOHNSTON | No | Yes - Increase of \$400 in flat rate for tchrs and inc of 1% for Adm | \$780 Flat Rate for Tchrs; 5% for Adm | \$1180 Flat Rate for Tchrs; 6% for Adm | 0 | \$114,000 for Tchrs, \$5,000 Adm | The working rate decreased so the overall increase was small. |
| LINCOLN | Yes - Tchrs incr from 10.5 to 13.5; Adm incr from 10.5 to 15% | Yes - Tchrs incr from 13.5 to 14.5%, Adm decr from 15% to 14.5% | 13.5% Tchrs; 15% for Admin | 14.5% for both Tchrs & Admin | \$108,000 | \$153,000 | |
| LITTLE COMPTON | Chgd from % of salary to % of premium | Same | 10% | 15% | See note | See Note | Savings cannot be easily determined - not an apples to apples comparison. |
| MIDDLETOWN | No | No | Same as FY08: 10% | Same as FY08: 10% | 0 | 0 | Co-Shares incr to 13% in FY11 and 17% in FY12. Benefits will also be reduced |
| NARRAGANSETT | Yes | No | 10% | 10% | \$118,023 | 0 | Certified staff co-share increased from 1% of salary to 10% of premium in FY09 |
| NEWPORT | Yes | Yes | 10.50% | 12.50% | 13,040 | 52,128 | |
| NEW SHOREHAM | No | No | 5% | 5% | 0 | 0 | |

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| NORTH KINGSTOWN | Yes - Adm only | No | 20% Adm; Tchrs are 15% | 20% Adm; Tchrs are 15% of the 3/08 Rate for SY10. | \$15,000 | 0 | Adm co shares increased from 15 to 20% in FY09. Tchr formula results in a higher co-pay but for the prior year's premium cost. |
| NORTH PROVIDENCE | No | No | Tchrs 5% of wkg rate; Admin is 15% | Tchrs 5% of wkg rate; Admin is 15% | 0 | 0 | |
| NORTH SMITHFIELD | No | No | 10% Tchrs; 15% Adm | 10% Tchrs; 15% Adm | 0 | 0 | |
| PAWTUCKET | No | No | 5% | 5% | 0 | 0 | Increases to 6% in FY11 and 9% in FY12. |
| PORTSMOUTH | No | Yes | 10% | 13% | 0 | \$66,000 | |
| PROVIDENCE | No | Yes | 8.50% | 14% | 0 | \$1.4M | |
| SCITUATE | Yes | Yes | 10% | 11-13% | \$43,500 | N/A | Various- Teachers from 7.5 & 8.5 to 10%, Custodians from 6.75 & 8.0 to 10%, Secretaries & Main Off. Staff 7.5 to 10% |
| SMITHFIELD | Yes - Tchrs & Adm 3% point increase over prior yr | Yes - Tchrs 1.5% point incr over prior yr; Adm 3.5% point increase over prior yr | 8% Tchrs & Adm | 9.5% Tchrs; 11.5% Adm | \$53,886 | \$42,287 | Teachers and Admin also agreed to lower medical buy-back amounts and to eliminate the dental buy-back amount entirely. This resulted in savings of \$76,033 in FY09 and \$12,396 in FY10. |
| SOUTH KINGSTOWN | No | No | N/A | N/A | 0 | 0 | |
| TIVERTON | Yes - approx 2% Inc. | N/A | 12% | N/A | \$163,777 | N/A | |
| WARWICK | No | No | Flat amount of \$11/wk for Tchrs & Admin | Flat amount of \$11/wk for Tchrs & Admin | 0 | 0 | |
| WESTERLY | No | No | 10% Tchrs, 15% Adm | Same | 0 | 0 | |
| WEST WARWICK | Yes | Yes | 10% (incr from 5%) | 15% (incr from 10%) | \$115,000 | \$500,000 | Employees on Step 5 and above pay 15%. Employees below Step 5 pay 10% |
| WOONSOCKET | No | No | | | 0 | 0 | |
| HIGHLANDER CHARTER SCHOOL | No | No | 10, 15, or 20% | 10, 15, or 20% | \$0 | 0 | We are on a 3 tier system, the staff pays either 10%; 15% or 20% of premiums based on their annual salary amount. The salary matrix has remained the same since we implemented this |

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| NEW ENGLAND LABORERS CHARTER SCHOOL | No | Yes | 10% | 15% | 0 | \$20,000 | The cost share will increase to 15% (Fy 10 & 11) and 17% in fy12. |
| PAUL CUFFEE CHARTER SCHOOL | No | No | | | 0 | 0 | |
| KINGSTON HILL ACADEMY | No | No | See note | See Note | 0 | 0 | Co-share based on length of services. The longer they work, the less co-share or 100% covered by the company. With indiv cov., co. pays 80% up to 5 yrs, then 100%; with fam cov. Company pays 80% for 10 years and then 100%. |
| INTERNATIONAL CHARTER SCHOOL | No | No | 17% overall | 17% overall | 0 | 0 | |
| BLACKSTONE ACADEMY CHARTER SCHOOL | No | No | 20% | 20% | 0 | 0 | |
| COMPASS SCHOOL | No | No | | | 0 | 0 | |
| TIMES 2 ACADEMY | No | Yes 5% inc. | 9% | 14% | 0 | \$14,866 | |
| TEXTRON/CHAMBER OF COMMERCE ACADEMY | No | No | 0.085 | 0.14 | 0 | 0 | |
| BEACON CHARTER SCHOOL | No | No | | | 0 | 0 | |
| LEARNING COMMUNITY CHARTER SCHOOL | No | No | | | 0 | 0 | |
| SEGUE INSTITUTE FOR LEARNING | N/A | N/A | See Note | See Note | 0 | 0 | Indiv coverage provided - employees pays difference for family coverage. No other co-sharing |
| DEMOCRACY PREP | No | No | 0 | 20% | | | |
| BRISTOL-WARREN REGIONAL SCHOOL DISTRICT | Yes | Yes | 15% | 18% | \$234,486 | 90,645 | This group will be going to a 20% co-share in fy 2011; they will have gone from a 10% in FY 2008 to a 20% in 2011, thus doubling their co-share in the 3 year span. In addition this group experienced a plan redesign (Healthmate) which saved the district approximately \$160,000 in FY 2010. |
| EXETER-WEST GREENWICH REGIONAL | Yes, 2%point increase over prior year | Year, 3% point increase over prior year | 12% | 15% | \$329,549 | \$448,422 | |
| CHARIHO | No for Tchrs; Yes for Admin. Rcvd increase from 5% to 10% | Yes Employees hired prior to 7/96 moved to 5% | 5% hired prior to 7/96 Tchrs; Admin 10% | 5% for Tchrs hired prior to 7/96, 16% for post 7/96 hires; Admin 15% | \$10,202 Adm | \$68,554 Tchrs and \$10,202 Adm | Tchrs hired before 7/96 will pay 10% in FY11 and 16% in FY12. |

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| FOSTER-GLOCESTER | No | No | | | 0 | 0 | |
| DAVIES | No | No | 25% | 25% | N/A | 133,000 | Co share pd by Adm staff - Davies Certified Administrative staff have always been co-sharing the same as per BOR Personnel Policy, which typically mirrors the co-share percentages of the State's AFSCME Council 94. However, Davies teachers, as of FY 2010, have moved from a % of salary calculation to the same co-share language and percentages as the State's AFSCME Council 94. Therefore, "% increase over the prior co-share" is not an "apples-to-apples" comparison. Projected savings, however, is presented in terms of anticipated budgetary savings for FY 2010. |
| DEAF | No | No | | | 0 | 0 | |
| MET | 0 | 0 | 9-12% | 9-12% | 0 | 0 | Co-sharing is tied to salary. Employees also contribute 10% toward dental coverage. |