



**MEMORANDUM**

**TO:** Irving Flex Plan Members

**DATE:** October 1, 2019

**SUBJECT:** 2020 Health, Drug and Dental Premium Rates  
Shelburne Ship Repair (Hourly)

The premium rates for the Health, Drug and Dental in the iFlex plan will increase by an average of 2.1% for the 2020 enrollment year. The new rates are shown in the table below.

The credits are shown in the table below.

**2020 ANNUAL FIXED CREDITS (\$)**

These figures represent the Flex Credits provided by the Company to purchase your Flex Benefits.

	<u>Single</u>		<u>Family</u>	
<b>Basic Flex Credit</b>	\$	563	\$	1,649
<b>Non-Smoker</b>	\$	50	\$	100
<b>Total</b>	\$	613	\$	1,749

**2020 ANNUAL PREMIUMS (\$)**

	<b>Health Non-Drug*</b>		<b>Drug</b>		<b>Dental</b>		<b>Critical Conditions</b>	
	<b>Single</b>	<b>Family</b>	<b>Single</b>	<b>Family</b>	<b>Single</b>	<b>Family</b>	<b>Single</b>	<b>Family</b>
<b>A</b>	\$ 52.08	\$ 168.00	\$ 413.64	\$1,344.00	\$ 118.56	\$ 308.76	\$ 58.32	\$ 75.60
<b>B</b>	\$ 277.68	\$ 716.88	\$ 938.52	\$2,902.32	\$ 363.36	\$ 955.08	\$ 58.32	\$ 75.60
<b>C</b>	\$ 471.60	\$1,196.04	\$ 1,147.80	\$3,560.76	\$ 574.44	\$1,493.28	\$ 58.32	\$ 75.60

\*Includes Travel