

COCHISE COUNTY

**COCHISE COMBINED TRUST
PROPOSED BENEFIT RATES & BUDGET
FY 2021/2022**

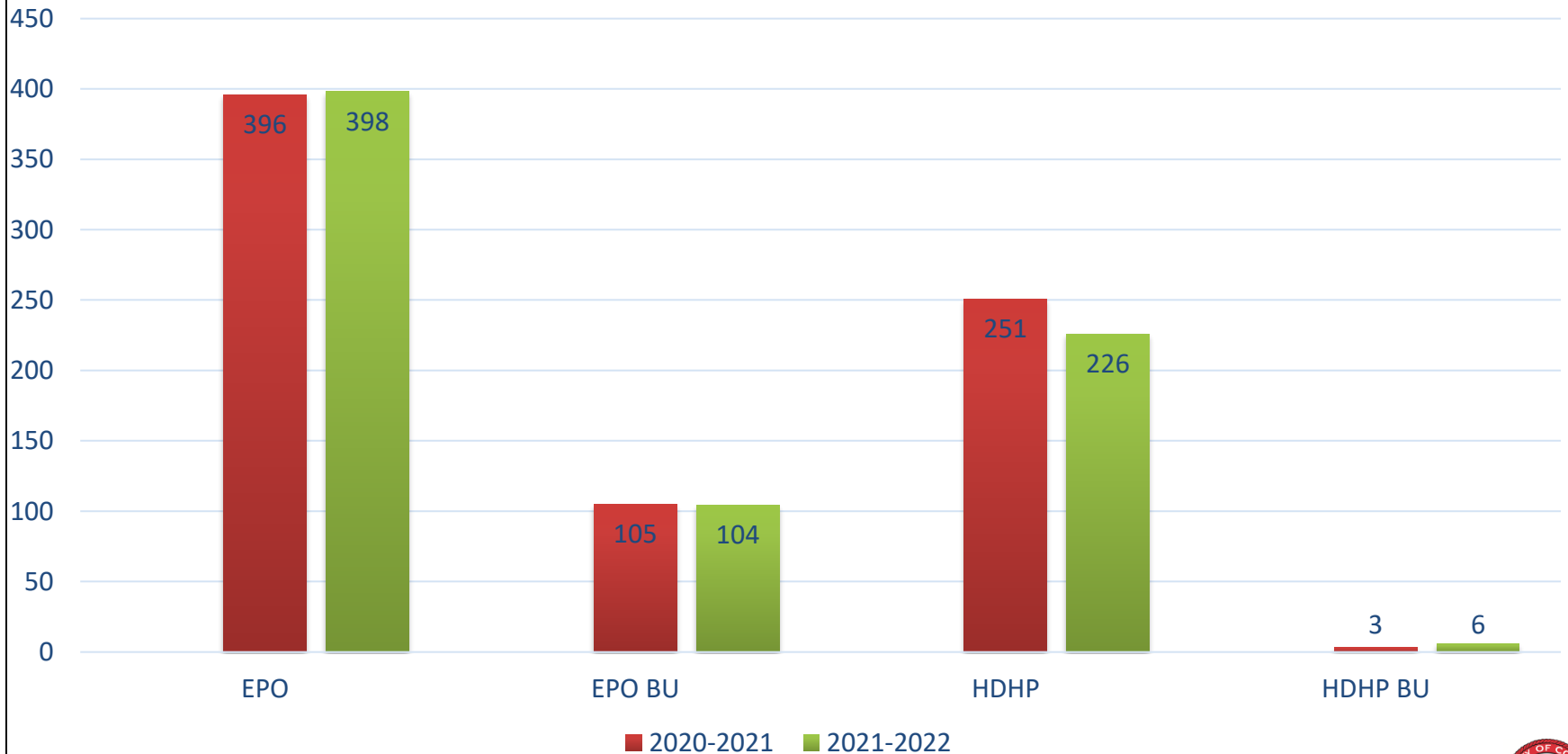
March 23, 2021



Public Programs...Personal Service

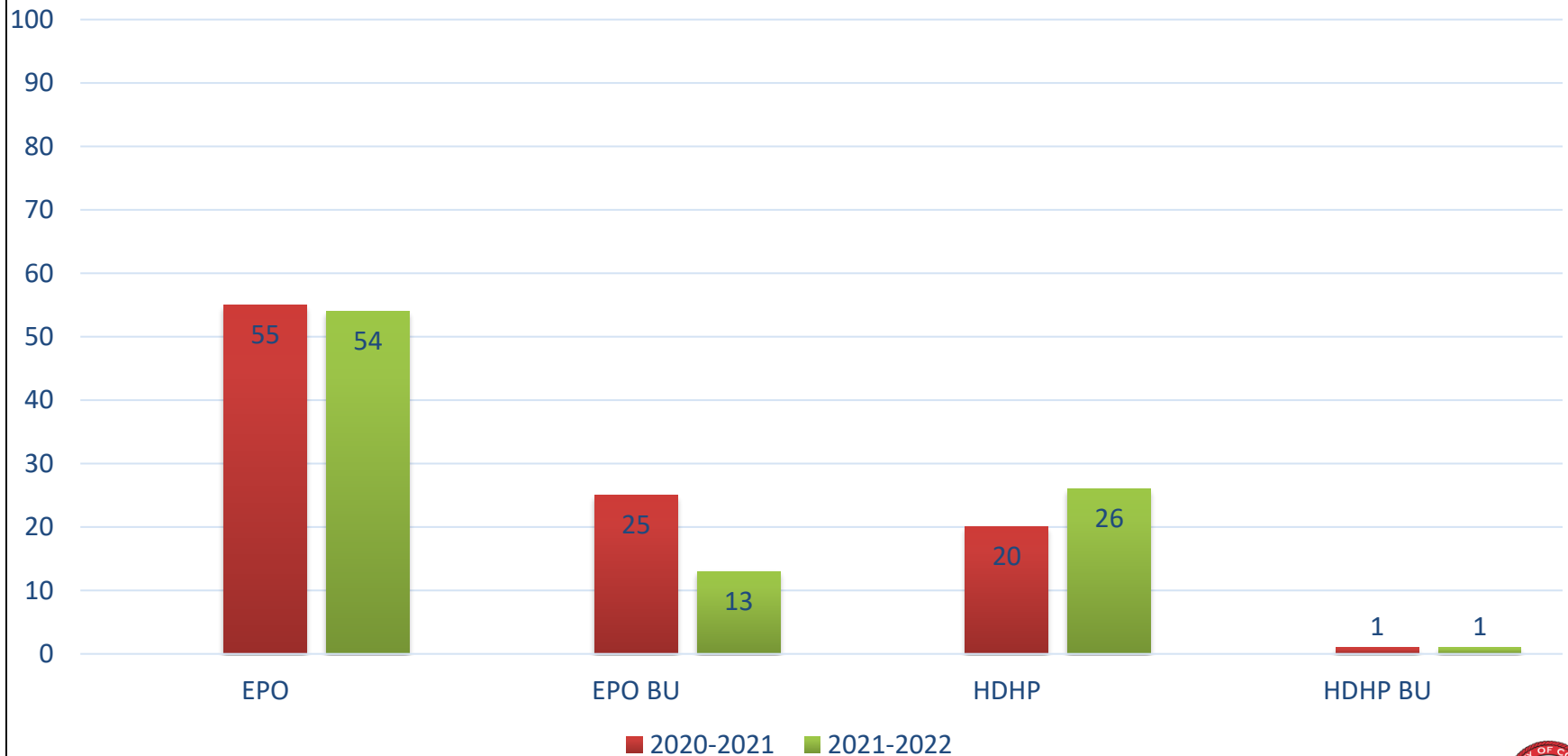
COCHISE COUNTY

EMPLOYEE ENROLLMENTS BY PLAN



COCHISE COUNTY

CCT MEDICAL/RX CLAIMS (%)



2021-2022 PLAN CHANGES

- Removal of Post-Patent Brand Rx Requirement.
- Dependents up to Age 26 eligible for coverage under the dental and vision plans.
- Vision plan – Third-party vendor eliminated (Ameritas); contract solely with EyeMed.



COCHISE COUNTY BUDGET SHARE

- 3% DECREASE IN CENSUS FROM 755 TO 734
- COUNTY SHARE OF COSTS = \$7,592,604
- DECREASE OF \$141,126 (-1.82%)



PREMIUM RATE SPLIT DECISIONS

- Premium rate increases pass on to employee or County



COCHISE COUNTY

EPO RATE INCREASE

| County | EO | ES | EC | EF |
|------------------------|---------------------|--------------------|---------------------|----------------------|
| New Rate | \$593.62 | \$1,043.73 | \$872.11 | \$1,266.32 |
| Old Rate | \$590.76 | \$1,037.74 | \$866.12 | \$1,260.33 |
| Difference | \$2.86 | \$5.99 | \$5.99 | \$5.99 |
| County | \$540.75 | \$767.73 | \$696.12 | \$890.33 |
| Employee* | \$24.20 | \$127.38 | \$81.23 | \$173.53 |
| Employee* 2020-2021 | \$23.08 (\$1.12) | 124.62 (\$2.76) | \$78.46 (\$2.77) | \$170.77 (\$2.76) |



COCHISE COUNTY

BUY-UP EPO RATE INCREASE

| County | EO | ES | EC | EF |
|------------------------|---------------------|----------------------|----------------------|----------------------|
| New Rate | \$626.30 | \$1,102.08 | \$919.32 | \$1,339.11 |
| Old Rate | \$623.44 | \$1,096.09 | \$913.33 | \$1,333.12 |
| Difference | \$2.86 | \$5.99 | \$5.99 | \$5.99 |
| County | \$537.64 | \$718.29 | \$656.99 | \$802.81 |
| Employee* | \$40.92 | \$177.13 | \$121.08 | \$247.52 |
| Employee* 2020-2021 | \$39.60 (\$1.32) | \$174.37 (\$2.76) | \$118.31 (\$2.77) | \$244.76 (\$2.76) |



COCHISE COUNTY

HDHP RATE INCREASE

| County | EO | ES | EC | EF |
|------------------------|--------------------|---------------------|---------------------|---------------------|
| New Rate | \$546.35 | \$956.30 | \$796.83 | \$1,162.22 |
| Old Rate | \$543.49 | \$950.31 | \$790.84 | \$1,156.23 |
| Difference | \$2.86 | \$5.99 | \$5.99 | \$5.99 |
| County | \$544.18 | \$815.31 | \$705.84 | \$971.23 |
| Employee* | \$1.32 | \$65.07 | \$42.00 | \$88.15 |
| Employee* 2020-2021 | \$0.00 (\$1.32) | \$62.31 (\$2.76) | \$39.23 (\$2.77) | \$85.38 (\$2.77) |



COCHISE COUNTY

BUY-UP HDHP RATE INCREASE

| County | EO | ES | EC | EF |
|------------------------|---------------------|----------------------|----------------------|----------------------|
| New Rate | \$618.38 | \$1,084.51 | \$899.84 | \$1,322.95 |
| Old Rate | \$615.52 | 1,078.52 | \$893.85 | \$1.316.96 |
| Difference | \$2.86 | \$5.99 | \$5.99 | \$5.99 |
| County | \$515.53 | \$710.51 | \$651.86 | \$794.97 |
| Employee* | \$47.47 | \$172.62 | \$114.45 | \$243.68 |
| Employee* 2020-2021 | \$46.15 (\$1.32) | \$169.85 (\$2.77) | \$111.69 (\$2.76) | \$240.92 (\$2.76) |



COCHISE COUNTY

VISION – NO CHANGE

| County | EO | ES | EC | EF |
|------------|---------|---------|---------|---------|
| Employee* | \$2.95 | \$5.61 | \$5.91 | \$8.59 |
| Difference | No Chg. | No Chg. | No Chg. | No Chg. |



COCHISE COUNTY

DENTAL – NO CHANGE

| County | EO | ES | EC | EF |
|-------------|----------|-----|-----|----------|
| Rate | 26.31 | N/A | N/A | 74.60 |
| County | 2.76 | N/A | N/A | 8.78 |
| Employee* | \$10.87 | N/A | N/A | \$30.38 |
| Difference* | No Chg.. | N/A | N/A | No Chg.. |



CONCLUSION

Approve the rate increase as agreed upon by the Board and approve the county's share of the CCT Budget for Plan Year 2021-2022.

