



Rate & Plan Summary

The goal of the Benefits Committee was to balance revenues and expenditures without raising the County contribution and to maintain high quality affordable benefits for the employees. The committee had several challenges:

1. Numerous extremely high claims in 2013-14
2. 2013-14 rates were improperly calculated leaving a \$1.6 million deficit
3. Wellness vendor was termed mid-year and plan could not be immediately restarted
4. 2013-14 did not fund to maximum plan cost (\$1.1 million gap)

Gallagher Benefits decided on taking an extremely conservative approach this included the following:

1. Funding the plan to the maximum potential cost
2. Not fully discounting claims for potential Medical Management, UR, and discount improvements
3. Building in additional reserves for potential large run out claims
4. Extending stop loss contract to a 18/12

These conservative assumptions accompanied with the poor claims experience and the challenges listed above called for an extremely large increase in funding from Williamson County and the employees (additional \$4 million +). This potentially large increase was mitigated by the Aetna ACO's strong discounts and cost management programs as well as an aggressive stop loss quote.

The Aetna medical plan has the vision plan built in. So employees who paid separately for vision will no longer have to. The Benefit Committee was able to virtually hold the rates (decreases in some cases) for employees participating on the Low ACO and vision plans. The other plans were repriced according to their risk and are now accurately priced and self-supporting.

In Year 1 every employee will qualify for the full subsidized rate except nicotine users (smoking, dipping, E-cigs, ect.). Nicotine users will not be eligible to receive the additional wellness subsidy. This information will be collected at enrollment and verified with cotinine testing later in the plan year.

Gallagher and the Benefits Committee are confident that this conservative balanced budget approach will stabilize the County's benefit plan, rebuild reserves, and allow the County to still offer one of the most competitive Public Sector benefit plan in Central Texas.



	ACO Low	ACO High	PPO Low	PPO High
Deductible	\$1,250	\$500	\$1,250	\$500
Out of Pocket Max	\$5,000	\$4,000	\$5,000	\$4,000
Coinsurance	20%	30%	20%	30%
Office Visit	\$25/\$40	30%	\$25/\$40	30%
ER/UR Copay	\$225/\$40	30%	\$225/\$40	30%
Rx	30%	30%	30%	30%

Only In Network Benefits are listed. PPO plans contain Out of Network Benefits as well