



Commissioners Court
Benefit Plans effective 11/1/15
July 21, 2015

Plan Year Adjustment

- Transition to January 1 plan year
- Allows for better understanding of deductible accumulation for employees
- Coincides with flexible spending account maximums (annually set by IRS)
- Consistent with ACA reporting requirements

2014/2015

Current Plans & Participation

Average monthly cost by per employee from 11/1/14

Medical <u>ACO High</u>	Medical <u>ACO Low</u>	Medical <u>POS High</u>	Medical <u>POS Low</u>	<u>Total</u>
\$1,559	\$458	\$1,560	\$1,130	\$744

Average number of employees in current plans

150	954	70	244	1,418
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Plan Recommendations

- Reduce plan offerings
 - Remove High PPO and High ACO plans (2 plans remain => Low PPO and Low ACO; 220 employees affected)
- Mandatory Generic on prescription drugs
 - Plan only pays at generic level on brands with generic alternative, unless certified as a necessity for brand drug as prescribed by physician
- Step Therapy on prescription drug
 - Begin with lower cost alternative to save plan cost
- Remove Non-FDA compounds as covered under Rx
- Change co-pays for office visits (PCP, Specialist, Urgent Care) \$5 Increase
- Increase employee contributions for remaining PPO plan by 15%

Plan Recommendation Savings

<u>Plan change</u>	<u>\$ savings</u>
1) Remove High PPO / High ACO plans	-\$1,559,520
2) Mandatory Generic w/DAW	-\$134,520
3) Step Therapy	-\$252,225
4) Remove Compounds	-\$50,000
5) Increase co-pays by \$5	-\$76,693
6) Increase PPO emp. Contributions 15%	-\$157,410
Total	-\$2,230,368

Budget for Benefits

ACO Low / PPO Low only Rx changes (DAW1 / Step Therapy), 0% ACO, 15% PPO Emp. Contrib. increase Maximum Costs @ 120% for med/Rx		
Total Claims	\$17,159,999	A
Total Fees	\$2,231,285	B
EE Contributions	\$3,188,548	C
Retiree / COBRA	\$410,678	D
Total County Cost	\$15,792,058	
A + B - C - D		
County contribution	\$15,674,400	
Gain / Loss	(\$117,658)	

2015/16 Contributions for employees (Medical)

ACO Low		
	Standard Rates	
	Monthly	Bi-Weekly
Employee	\$40.00	\$18.46
Employee + Spouse	\$150.00	\$69.23
Employee + Child(ren)	\$130.00	\$60.00
Employee + Family	\$300.00	\$138.46
PPO Low		
	Monthly	Bi-Weekly
Employee	\$479.59	\$221.35
Employee + Spouse	\$677.69	\$312.78
Employee + Child(ren)	\$559.28	\$258.13
Employee + Family	\$811.32	\$374.46

ACO Low		
	Discounted Rates	
	Monthly	Bi-Weekly
Employee	\$20.00	\$9.23
Employee + Spouse	\$75.00	\$34.62
Employee + Child(ren)	\$65.00	\$30.00
Employee + Family	\$150.00	\$69.23
PPO Low		
	Monthly	Bi-Weekly
Employee	\$239.80	\$110.68
Employee + Spouse	\$338.85	\$156.39
Employee + Child(ren)	\$279.65	\$129.07
Employee + Family	\$405.66	\$187.23

Standard Rates = Nicotine User
Discounted Rates = Non-Nicotine User

2015/16 Contributions for Retirees

(Medical)

	Retirees Prior to 2-1-2013		Retiree Premiums 8-15 Years Wilco Svc		Retiree Premiums 16+ Years Wilco Svc	
	Standard	Discounted	Standard	Discounted	Standard	Discounted
Low ACO Plan						
Employee	\$40.00	\$20.00	\$422.05	\$352.05	\$256.03	\$186.03
Employee + Spouse	\$150.00	\$75.00	\$811.14	\$671.14	\$513.07	\$373.07
Employee + Child(ren)	\$130.00	\$65.00	\$613.48	\$543.48	\$374.24	\$304.24
Employee + Family	\$300.00	\$150.00	\$962.40	\$822.40	\$626.20	\$486.20
Low PPO Plan						
Employee	\$479.59	\$239.79	\$652.76	\$572.26	\$486.53	\$406.03
Employee + Spouse	\$677.69	\$338.84	\$1,168.41	\$1,007.41	\$834.13	\$673.13
Employee + Child(ren)	\$559.28	\$279.64	\$896.10	\$815.60	\$628.12	\$547.62
Employee + Family	\$811.32	\$405.66	\$1,352.27	\$1,191.27	\$959.47	\$798.47

Standard Rates = Nicotine User

Discounted Rates = Non-Nicotine User

2015/16 Contributions for Cobra

(Medical)

ACO Low		
Plan Tier	Standard	Discount
Employee	\$665.57	\$595.57
Employee + Spouse	\$1,278.41	\$1,138.41
Employee + Child(ren)	\$1,109.71	\$1,039.71
Employee + Family	\$1,722.55	\$1,582.55
PPO Low		
Plan Tier	Standard	Discount
Employee	\$865.93	\$795.93
Employee + Spouse	\$1,682.31	\$1,542.31
Employee + Child(ren)	\$1,476.60	\$1,406.60
Employee + Family	\$2,292.99	\$2,152.99

Standard Rates = Nicotine User

Discounted Rates = Non-Nicotine User

2015/16 Contributions Employees, Retirees & Cobra (Dental)

	Monthly Active & Retirees	Bi-Weekly Active		Monthly COBRA
Dental Low Plan			Dental Low Plan	
Employee	\$34.00	\$15.69	Employee	\$34.68
Employee + Spouse	\$63.00	\$29.08	Employee + Spouse	\$64.26
Employee + Child(ren)	\$70.00	\$32.31	Employee + Child(ren)	\$71.40
Employee + Family	\$77.00	\$35.54	Employee + Family	\$78.54
Dental High Plan			Dental High Plan	
Employee	\$47.00	\$21.69	Employee	\$47.94
Employee + Spouse	\$87.00	\$40.15	Employee + Spouse	\$88.74
Employee + Child(ren)	\$95.00	\$43.85	Employee + Child(ren)	\$96.90
Employee + Family	\$106.00	\$48.92	Employee + Family	\$108.12



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This analysis is for illustrative purposes only, and is not a guarantee of future expenses, claims costs, managed care savings, etc. There are many variables that can affect future health care costs including utilization patterns, catastrophic claims, changes in plan design, health care trend increases, etc. This analysis does not amend, extend, or alter the coverage provided by the actual insurance policies and contracts. Please see your policy or contact us for specific information or further details in this regard.