



White County Benefits Review 2020

May 11, 2020



RECAP July 2019

- Alliant offered a no increase based on paid claims to premiums of 77%
- Alliant met with County to discuss back log of claims being processed / customer service issues
- Multiple offers were received below current cost and CIGNA was selected at with premiums 7.54% below current (\$144,000 reduction) and no premium required for July (\$164,000) for a total savings of \$308,000.
- Dental and vision plans were also changed to CIGNA



Summary Enrollment & Claims

Month	Subscriber	Members	Medical Paid Amount	Pharmacy Paid Amount	Total Paid	Premiums
Feb-19	185	379	\$58,153	\$32,428	\$90,581	\$174,980
March	187	376	\$101,984	\$22,601	\$124,585	\$174,472
April	187	381	\$118,793	\$34,098	\$152,891	\$176,559
May	191	385	\$113,993	\$43,711	\$157,705	\$178,721
June	191	386	\$42,586	\$29,768	\$72,353	\$177,642
ALLIANT Totals	941	1,907	\$435,509	\$162,606	\$598,115	\$882,375
July	190	394	\$100,008	\$28,288	\$128,296	\$166,415
August	190	395	\$71,837	\$52,873	\$124,709	\$166,909
September	190	396	\$123,610	\$43,166	\$166,775	\$168,457
October	194	398	\$213,316	\$47,735	\$261,052	\$168,054
November	196	406	\$222,442	\$52,825	\$275,267	\$170,500
December	194	403	\$250,746	\$53,353	\$304,099	\$188,101
Jan-20	192	396	\$179,068	\$50,742	\$229,810	\$154,201
CIGNA Totals	1346	2788	\$1,161,026	\$328,982	\$1,490,008	\$1,182,638
Total	2,287	4,695	\$1,596,535	\$491,587	\$2,088,123	\$2,065,013

Incurred Loss Ratio **101.12%**

Per Member Per Month **\$444.75**

- Incurred claims 125.6% since July 2019
- 6 claims greater than \$50,000 (2 over \$100,000) since July 2019 as compared to a total of 3 claims for all of 2018



Prior Plan Performance

Period	Paid Premiums	Paid Claims	Per Member Per Month
2012	\$1,668,265	\$1,487,726	\$360
2013	\$1,834,449	\$1,945,309	\$462
2014	\$1,843,525	\$1,378,969	\$331
2015	\$1,871,643	\$990,599	\$235
2016	\$1,886,276	\$1,905,642	\$423
2017	\$1,903,678	\$1,387,536	\$308
2018	\$2,102,653	\$1,399,378	\$303
2019	\$2,065,013	\$2,088,123	\$445

- Medical claims increased 26.8% from 2018 to 2019



Summary of Plan Cost

	<u>Annual Premium</u>	<u>% Increase</u>	<u>Employee Cost</u>	<u>Net Annual Cost</u>	<u>Net % Increase</u>	<u>Annual Premium Difference</u>
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MEDICAL - FULLY INSURED

CIGNA

Current	\$2,047,816		\$348,459	\$1,699,356		
Renewal	\$2,612,612	27.58%	\$343,761	\$2,268,851	33.51%	\$569,495

Initial offer 38.73% increase

Current Annual Premium does NOT reflect the \$164,000 premium waiver

Anthem

Option	\$2,545,999	24.33%	\$346,674	\$2,199,325	29.42%	\$499,969
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MEDICAL - Partially Self-Insured

	<u>Fixed Cost</u>	<u>Expected Claims</u>	<u>Total Expected Cost</u>	<u>Maximum Cost</u>	
Anthem 12/15	\$731,837	\$2,367,017	\$3,098,854	\$3,690,609	
Anthem 12/12	\$630,482	\$2,175,744	\$2,806,227	\$3,350,163	
Trustmark 12/15	\$708,499	\$2,382,033	\$3,090,532	\$3,686,040	Swiss Re
Trustmark 12/12	\$622,761	\$2,014,582	\$2,637,343	\$3,140,988	Swiss Re
Trustmark 12/15	\$531,180	\$2,115,416	\$2,646,596	\$3,175,450	Great Mid West
Trustmark 12/12	\$473,394	\$1,816,252	\$2,289,646	\$2,743,709	Great Mid West

Dental

CIGNA

Current	\$129,400		\$115,204	\$14,196		
Renewal	\$137,164	6.00%	\$122,968	\$14,196	0.00%	\$0

- Alliant offer was \$2.8M
- Anthem Life/Disability under rate guarantee till 7/1/2023



Anthem - ACCG Option

			CURRENT		Anthem Option		
			Base Plan	Buy -Up Plan	Base Plan	Buy -Up Plan	
Deductible			\$2,500 in-network	\$2,000 in-network	\$2,500 in-network	\$2,000 in-network	
Coinsurance			80% in-network	80% in-network	80% in-network	80% in-network	
Out of Pocket (includes deductible)			\$6,350	\$5,000	\$6,350	\$5,000	
Out Patient Surgery			Deductible then 80%	Deductible then 80%	Deductible then 80%	Deductible then 80%	
Office Co-pay			\$30	\$25	\$30	\$25	
Specialist Co-pay			\$60	\$50	\$60	\$50	
MRI,Cat Scans			Deductible then 70%	Deductible then 80%	Deductible then 80%	Deductible then 80%	
Out Patient lab/X-Ray			Deductible then 70%	Deductible then 80%	Deductible then 80%	Deductible then 80%	
Emergency Room			\$250 Co-pay	\$250 Co-pay	\$250 Co-pay	\$250 Co-pay	
Lifetime Maximum			Unlimited	Unlimited	Unlimited	Unlimited	
Prescription co-pay			\$10 Generic \$35 Preferred \$60 Non-Preferred	\$10 Generic \$35 Preferred \$60 Non-Preferred N/A	\$10 Generic \$35 Preferred \$60 Non-Preferred 25%	\$10 Generic \$35 Preferred \$60 Non-Preferred 25%	
		Base	Buy -Up				
Employee	41	46	\$467.34	\$493.25	\$583.94	\$609.09	
Employee + Spouse	7	34	\$981.43	\$1,035.83	\$1,229.55	\$1,282.51	
Employee + Child(ren)	12	9	\$887.96	\$937.17	\$1,112.16	\$1,160.06	
Employee + Family	20	26	\$1,425.40	\$1,504.41	\$1,787.11	\$1,864.08	
Annual Premium			\$2,047,816		\$2,545,999		
24 Waived		On Coverage: 195					
EMPLOYEE DEDUCTIONS: Bi-Weekly			Wellness Deductions	Wellness Deductions	Wellness Deductions	Wellness Deductions	
Employee	40	46	\$7.51	\$19.47	\$7.51	\$19.12	
Employee + Spouse	7	34	\$90.07	\$115.18	\$90.07	\$114.51	
Employee + Child(ren)	12	9	\$73.97	\$96.68	\$73.97	\$96.08	
Employee + Family	17	26	\$101.53	\$138.00	\$101.53	\$137.05	
Total Monthly Deductions							
EMPLOYEE DEDUCTIONS: Bi-Weekly			Non-Wellness Deductions	Non-Wellness Deductions	Non-Wellness Deductions	Non-Wellness Deductions	
Employee	1	0	\$76.51	\$88.47	\$76.51	\$88.12	
Employee + Spouse	0	0	\$159.07	\$184.18	\$159.07	\$183.51	
Employee + Child(ren)	0	0	\$142.97	\$165.68	\$142.97	\$165.08	
Employee + Family	3	0	\$170.53	\$207.00	\$170.53	\$206.05	
Annual Deductions			\$348,459		\$346,674		
Net Cost			\$1,699,356		\$2,199,325		

Includes \$10,000 Wellness Fund, Cobra Administration, \$200 per Member Wellness Program



Partially Self-Insured Details

	Anthem	Anthem	Trustmark	Trustmark	Trustmark	Trustmark
	<i>\$100,000 12/12</i>	<i>\$100,000 12/15</i>	<i>\$100,000 12/12</i>	<i>\$100,000 12/15</i>	<i>\$100,000 12/12</i>	<i>\$100,000 12/15</i>
Administrative Charges	\$58.50	\$58.50	\$52.54	\$52.54	\$52.54	\$52.54
Pharmacy Rebate Off-Set	\$29.41	\$29.41	TBD	TBD	TBD	TBD
	<i>Composite</i>	<i>Composite</i>	<i>Composite</i>	<i>Composite</i>	<i>Composite</i>	<i>Composite</i>
Specific Stop-Loss	\$198.77	\$241.01	\$194.47	\$230.12	\$128.56	\$151.57
Network Access			\$11.00	\$11.00	\$11.00	\$11.00
	<i>Composite</i>	<i>Composite</i>	<i>Composite</i>	<i>Composite</i>	<i>Composite</i>	<i>Composite</i>
Aggregate	\$12.17	\$13.24	\$8.13	\$9.12	\$10.21	\$11.89
	<i>Composite</i>	<i>Composite</i>	<i>Composite</i>	<i>Composite</i>	<i>Composite</i>	<i>Composite</i>
Expected Liability	\$929.81	\$1,011.55	\$860.93	\$1,017.96	\$776.18	\$904.02
	<i>Composite</i>	<i>Composite</i>	<i>Composite</i>	<i>Composite</i>	<i>Composite</i>	<i>Composite</i>
Maximum Claim Liability (MCL)	\$1,162.26	\$1,264.43	\$1,076.17	\$1,272.45	\$970.22	\$1,130.03
			<i>Swiss RE</i>	<i>Swiss RE</i>	<i>Great Mid West</i>	<i>Great Mid West</i>

- HCC declined due to High Cost Member
- Cigna declined due to Fully-Insured offer
- All reinsurance options are NOT approved and are subject to updated claims information and final approval



Partially Self-Insured Summary

	<i>Immature 12/12</i>	<i>Mature 12/15</i>	<i>Immature 12/12</i>	<i>Mature 12/15</i>	<i>Immature 12/12</i>	<i>Mature 12/15</i>
	Anthem	Anthem	Trustmark	Trustmark	Trustmark	Trustmark
Fixed Cost	\$269.44	\$312.75	\$266.14	\$302.78	\$202.31	\$227.00
Expected Claims Cost	\$929.81	\$1,011.55	\$860.93	\$1,017.96	\$776.18	\$904.02
Maximum Claim Cost	\$1,162.26	\$1,264.43	\$1,076.17	\$1,272.45	\$970.22	\$1,130.03
Covered Subscribers	195	195	195	195	195	195
Annual Fixed Cost	\$630,482	\$731,837	\$622,761	\$708,499	\$473,394	\$531,180
Annual Expected Claims	\$2,175,744	\$2,367,017	\$2,014,582	\$2,382,033	\$1,816,252	\$2,115,416
Fixed + Expected Cost	\$2,806,227	\$3,098,854	\$2,637,343	\$3,090,532	\$2,289,646	\$2,646,596
Fixed + MCL	\$3,350,163	\$3,690,609	\$3,140,988	\$3,686,040	\$2,743,709	\$3,175,450
PCORI Tax est.	\$1,003	\$1,003	\$1,003	\$1,003	\$1,003	\$1,003
Deductions Annual Total	\$343,761	\$343,761	\$343,761	\$343,761	\$343,761	\$343,761
Pharmacy Rebates - Est.	\$68,819	\$68,819	\$68,819	\$68,819	\$68,819	\$68,819
Incentives/Credits	\$0	\$0	\$0	\$0	\$0	\$0
Other Fees/Surcharges - Est.						
Net Expected Annual Cost	\$2,393,647	\$2,686,274	\$2,224,763	\$2,677,952	\$1,877,066	\$2,234,016
Net Maximum Annual Cost	\$2,937,583	\$3,278,029	\$2,728,408	\$3,273,460	\$2,331,129	\$2,762,870
			Swiss Re	Swiss Re	Great Mid West	Great Mid West

- All reinsurance options are NOT approved and are subject to updated claims information and final approval



Dental

		CIGNA	
		Current	Renewal
Employee	70	30.60	32.44
Employee + Spouse	39	60.09	63.70
Employee + Child(ren)	18	84.30	89.36
Employee + Family	42	113.82	120.65
<i>52 Waives</i>			
Annual Total		\$129,400	\$137,164
			6.00%
Deductible		\$50 Deductible (3 x Family)	\$50 Deductible (3 x Family)
Yearly Maximum		\$1,000	\$1,000
Preventive Coinsurance		100%	100%
Basic Coinsurance		80%	80%
Major Coinsurance		50%	50%
Orthodontics:		50% , \$1,000 Lifetime Max	50% , \$1,000 Lifetime Max
Endodontics:		Covered as Basic (80%)	Covered as Basic (80%)
Periodontics:		Covered as Basic (80%)	Covered as Basic (80%)
Roll Over Option		No	No
Preventive applies to Annual Limit		Yes	Yes
Fee Schedule		90th	90th
DEDUCTIONS (26)- County contributes \$7 towards Employee cost			
Employee	70	10.89	11.74
Employee + Spouse	39	24.50	26.17
Employee + Child(ren)	18	35.68	38.01
Employee + Family	42	49.30	52.45
Annual Deductions		\$115,204	\$122,968
Net Annual Cost		\$14,196	\$14,196
Increase to County			0.00%