

# Health Insurance Renewal Update

February 11, 2020

Work Session

# Health Insurance Update

- o *Preliminary\** combined County/School health insurance renewal quote received from Anthem
- o The combined renewal was very good

\*Renewal not final until stop-loss insurance is quoted – expected mid February (typically April)

# Health Insurance Update

- o Based on County's claims and fixed/administrative costs proposed, ***no increase in contributions is being recommended for the County by Mark III, Benefit Consultant***
- o Similar news for the School Division



# Admin / Fixed Costs

	2019 - 2020 Anthem County and Schools Traditional	2019 - 2020 Anthem County and Schools CDHP	2020 - 2021 Anthem County and Schools Traditional	2020 - 2021 Anthem County and Schools CDHP	Change
Plan Administration Fee	150K \$14.03	150K \$14.03	150K \$14.38	150K \$14.38	102.49%
Prescription Drug Credit	-\$23.90	-\$23.90	-\$47.46	-\$47.46	
Net Administrative Fee	-\$9.87	-\$9.87	-\$33.08	-\$33.08	
Network Access Fee	\$45.87	\$45.87	\$45.87	\$45.87	100.00%
Total Administration Fees	\$36.00	\$36.00	\$12.79	\$12.79	35.53%
Specific Stop-loss	\$58.10	\$58.10	\$63.91	\$63.91	110.00%
Tax	\$1.31	\$1.31	\$1.31	\$1.31	100.00%
Vision	\$1.57	\$1.57	\$1.81	\$1.81	115.29%
Total Fixed Cost	\$95.41	\$95.41	\$78.01	\$78.01	81.76%

Summary provided by Mark III

# Claims & Renewal

Prince George County Government - Renewal Calculation		Subscribers	Medical	Pharmacy	Claims	Stop Loss Credits	Net Claims
January-19		211	\$43,019.00	\$41,974.00	\$84,993.00	\$2,176.67	\$82,816.33
February-19		213	\$117,108.00	\$50,761.00	\$167,869.00	\$61.30	\$167,807.70
March-19		208	\$37,552.00	\$74,435.00	\$111,987.00	\$0.00	\$111,987.00
April-19		207	\$32,854.00	\$46,188.00	\$79,042.00	\$0.00	\$79,042.00
May-19		208	\$109,315.00	\$53,502.00	\$162,817.00	\$0.00	\$162,817.00
June-19		209	\$142,956.00	\$59,646.00	\$202,602.00	\$0.00	\$202,602.00
July-19		213	\$100,109.00	\$71,565.00	\$171,674.00	\$0.00	\$171,674.00
August-19		221	\$36,752.00	\$34,909.00	\$71,661.00	\$0.00	\$71,661.00
September-19		222	\$58,025.00	\$73,395.00	\$131,420.00	\$0.00	\$131,420.00
October-19		221	\$101,343.00	\$122,208.00	\$223,551.00	\$0.00	\$223,551.00
November-19		219	\$63,569.00	\$46,912.00	\$110,481.00	\$0.00	\$110,481.00
December-19		216	\$83,148.00	\$117,421.00	\$200,569.00	\$0.00	\$200,569.00
<b>Total</b>		<b>2,568</b>	<b>\$925,750.00</b>	<b>\$792,916.00</b>	<b>\$1,718,666.00</b>	<b>\$2,237.97</b>	<b>\$1,716,428.03</b>
<b>Standard Renewal Calculation - 2020 - 2021</b>							
\$150,000 Specific Stop Loss		Annual					
Paid Claims		\$1,716,428.03					
Trend - 8% - 18 Months		\$1,922,399.39					
High Claimant Credit		\$0.00					
Net Claims		\$1,922,399.39					
HSA Impact		\$1,922,399.39					
PPACA - Fee for Comparative Effectiveness Research Agency - July 31, 2020		\$879.52					
HSA Allocation		\$0.00					
Fixed Cost - Estimated		\$200,329.68					
Diabetes Management Program - HealthMapRx and Incentives		\$23,736.96					
Waist Incentive - \$150		\$32,400.00					
2020 - 2021 Total Cost		\$2,179,745.55					
2019 - 2020 Budgeted Costs		\$2,427,119.52					
Rate Increase - 2020 - 2021		89.81%					
Change		-\$247,373.97					

Summary provided by Mark III

# Health Insurance Update

- o County Administrator's Proposed FY2021 Budget presented on February 25 will contain **no health insurance premium increase to employees or to the County**

## 5-Year Renewal History:

Plan Year	% Increase	GF Cost
2019-2020	9.35%	155,383.00
2018-2019	12.70%	183,048.00
2017-2018	7.68%	108,049.00
2016-2017	0.00%	-
2015-2016	10%	166,626.00

All increases absorbed by the County – **no** increases to employees since prior to 7/1/2012



# Health Insurance Enrollment

Date	POS Traditional Plan	HDHP w/ HSA	Total
7/1/2014	188	4	192
%	97.92%	2.08%	
7/1/2015	126	57	183
%	68.85%	31.15%	
4/30/2017	104	86	190
%	54.74%	45.26%	
1/31/2018	64	127	191
%	33.51%	66.49%	
12/18/2018	58	138	196
%	29.59%	70.41%	
12/9/2019	43	164	207
%	20.77%	79.23%	

HIGH DEDUCTIBLE HEALTH W/HSA OA 30PLAN Grand Total			
EE ONLY	83	30	113
EE/CHILD	17	5	22
EE/CHILDREN	8	1	9
EE/FAMILY	44	4	48
EE/SPOUSE	12	3	15
<b>Grand Total</b>	<b>164</b>	<b>43</b>	<b>207</b>

# Health Insurance Rates (Current)

COMBINED  
WITH  
SCHOOLS

## APPROVED FY19-20 HEALTH RATES 9.35% COUNTY ABSORBED

### INCREASE EMPLOYER ABSORBED

#### Anthem PIN 30

	Employee Contribution Amount	Employer Contribution Amount	Total Health Premium Cost
Employee Only	\$ 40.00	\$ 743.81	\$ 783.81
Employee/Child	\$ 215.00	\$ 781.12	\$ 996.12
Employee/Children	\$ 425.00	\$ 817.25	\$ 1,242.25
Employee/Spouse	\$ 500.00	\$ 855.95	\$ 1,355.95
Employee/Family	\$ 710.00	\$ 879.59	\$ 1,589.59

#### Anthem High Deductible Health Plan (with HSA)

	Employee Contribution Amount	Employer Contribution Amount	Total Health Premium Cost	Annual Employer HSA Contribution
Employee Only	\$ -	\$ 708.62	\$ 708.62	\$ 1,000.00
Employee/Child	\$ 108.00	\$ 833.91	\$ 941.91	\$ 1,250.00
Employee/Children	\$ 213.00	\$ 984.54	\$ 1,197.54	\$ 1,500.00
Employee/Spouse	\$ 250.00	\$ 1,060.50	\$ 1,310.50	\$ 1,250.00
Employee/Family	\$ 355.00	\$ 1,199.12	\$ 1,554.12	\$ 1,500.00

**NO CHANGE**



# Board Renewal Approval

Finance & HR will bring renewal to board **after** stop-loss renewal is finalized

Tentatively - March 2020 [unless there is a delay encountered with stop-loss renewal]