



LAKE COUNTY
Investing in People
and Our Communities

Lake County Health Insurance
August 8, 2018

Purpose

TODAY

- Part Time Subsidy
- Increased number of dependent tiers
- Balance of EE cost share to program cost

Part Time Subsidy

PART-TIME SUBSIDY

- Assumes part timers with less than 12 weekly hours are not eligible for coverage at all.
- Employees who work 12-24 hours will get a 25% subsidy; Employees who work 25+ hours will get a 50% subsidy.
- It is anticipated that 42 employees will enroll for a cost of \$250k.
- The previous scenario anticipated that 63 employees would enroll if the subsidy was 50% for a cost of \$610K.

Increased number of
dependent tiers/
4 Tier System

Changing to a 4 Tier System

- Single and EE+1 rates don't change.
- In the event we go to four tier - EE+2 rates would be reduced by approx. 14.5%, while EE+3 or more increased by up to 7.9%.
- Twice as many employees would have increases: there are only 293 in the EE+2 category, while there are 651 in the EE+3 or more category.
- The increase for EE+3 or more compared to their 2018 rates would range from 11.8% (CDHP) up to 22.9% (PPO).
- No change in net cost for the County.

Changing to a 4 tier system

	Employee Monthly Premiums				Prem Incr/Decrease(-) from 2018			
	<u>PPO</u>	<u>CDHP</u>	<u>HMO</u>	<u>HMO-BA</u>	<u>PPO</u>	<u>CDHP</u>	<u>HMO</u>	<u>HMO-BA</u>
2018 Prem								
Single	132.20	83.39	58.43	41.21				
Single+1	277.66	186.38	127.04	93.48				
Family	436.60	307.24	229.92	173.93				
2019 Rec'd Prem								
Single	156.94	88.15	61.76	43.56	24.74	4.76	3.33	2.35
Single+1	325.67	197.02	134.29	98.81	48.01	10.64	7.25	5.33
Family	507.10	324.77	243.04	183.86	70.50	17.53	13.12	9.93
2019 Prem								
Single	156.94	88.15	61.76	43.70	24.74	4.76	3.33	2.35
Single+1	325.67	197.02	134.29	99.14	48.01	10.64	7.25	5.33
Single+2	434.38	278.20	206.35	156.61	-2.22	-29.04	-23.56	-17.32
Single+3 or more	536.41	343.55	261.39	198.39	99.81	36.31	31.47	24.45

RECOMMENDATIONS

CDHP and HMO: 5.7% increase (medical inflation)

PPO: 5.7% (medical inflation) plus 2%

Continue to decrease CDHP/ HSA Contribution
\$50 single - \$100 Family

FULL TIME EMPLOYEES

5.7% Cost Increase w/ PPO EE 2% Cost Share Increase	Monthly Full-Time EE Rates			
	PPO	CDHP	HMO IL	HMO BA
Single	\$158.94	\$88.15	\$81.78	\$43.58
Single + 1	\$325.67	\$197.02	\$134.29	\$98.81
Family	\$507.10	\$324.77	\$243.04	\$183.86

PART TIME EMPLOYEES (Non-Subsidied)

5.7% Cost Increase w/ PPO EE 2% Cost Share Increase	Monthly Part-Time EE Rates			
	PPO	CDHP	HMO IL	HMO BA
Single	\$859.99	\$859.99	\$748.67	\$645.35
Single + 1	\$1,808.27	\$1,808.27	\$1,310.16	\$1,129.36
Family	\$2,279.08	\$2,279.08	\$1,983.98	\$1,710.21

RETIREES

5.7% Cost Increase w/ PPO EE 2% Cost Share Increase	Monthly Retiree Rates			
	PPO	CDHP	HMO IL	HMO BA
Single	\$859.99	N/A	\$748.67	\$645.35
Single + 1	\$1,808.27	N/A	\$1,310.16	\$1,129.36
Family	\$2,279.08	N/A	\$1,983.98	\$1,710.21

Cost Breakdown FY2019

	<u>Total Cost</u>	<u>County Cost</u>	<u>FTE Cost</u>	<u>FTE % of Prem</u>		<u>Cost to FTE</u>	<u>% Incr FTE</u>	<u>Cost to Cty.</u>	<u>% Incr Cty</u>
PPO	\$ 859.99	\$ 703.05	\$ 156.94	18.25%		\$ 24.74	18.71%	\$ 21.69	3.18%
	\$ 1,608.27	\$ 1,282.60	\$ 325.67	20.25%		\$ 48.01	17.29%	\$ 38.82	3.12%
	\$ 2,279.08	\$ 1,771.98	\$ 507.10	22.25%		\$ 70.50	16.15%	\$ 52.54	3.06%
CDHP	\$ 859.99	\$ 771.84	\$ 88.15	10.25%		\$ 4.76	5.71%	\$ 41.67	5.71%
	\$ 1,608.27	\$ 1,411.25	\$ 197.02	12.25%		\$ 10.64	5.71%	\$ 76.18	5.71%
	\$ 2,279.08	\$ 1,954.31	\$ 324.77	14.25%		\$ 17.53	5.71%	\$ 105.51	5.71%
HMO	\$ 748.67	\$ 686.91	\$ 61.76	8.25%		\$ 3.33	5.70%	\$ 37.09	5.71%
	\$ 1,310.16	\$ 1,175.87	\$ 134.29	10.25%		\$ 7.25	5.71%	\$ 63.48	5.71%
	\$ 1,983.98	\$ 1,740.94	\$ 243.04	12.25%		\$ 13.22	5.75%	\$ 93.89	5.70%
HMO-BA	645.35	601.79	43.56	6.75%		\$ 2.35	5.70%	\$ 32.49	5.71%
	1,129.36	1,030.55	98.81	8.75%		\$ 5.33	5.70%	\$ 55.64	5.71%
	1,710.21	1,526.35	183.86	10.75%		\$ 9.93	5.71%	\$ 82.40	5.71%

DIRECTION FOR FY19



LAKE COUNTY

Investing in People and
Our Communities



IN MEMORIAM
ABRAHAM LINCOLN
BY ONE OF HIS
STATUES