



Lake County Illinois

Legislation Details (With Text)

File #: 11-0905 **Version:** 1 **Name:** Resolution approving the County's 2012 Health, Life and Dental Insurance Plan.

Type: resolution **Status:** Passed

File created: 9/1/2011 **In control:** Financial & Administrative Committee

On agenda: **Final action:** 9/13/2011

Title: Resolution approving the County's 2012 Health, Life and Dental Insurance Plan.

Sponsors:

Indexes:

Code sections:

Attachments: 1. 2012 Health Life and Dental Recommendations, 2. Health Insurance, 3. Life Insurance, 4. Dental Insurance

Date	Ver.	Action By	Action	Result
9/13/2011	1	Lake County Board	adopted	Pass
9/7/2011	1	Financial & Administrative Committee	recommended for adoption to the regular agenda	Pass

Resolution approving the County's 2012 Health, Life and Dental Insurance Plan.

- Proposed premium and plan changes for Lake County's health insurance.
- Proposed plan changes for Lake County's prescription coverage.
- Proposed vendor, premium and plan changes for Lake County's dental insurance.
- Proposed premium and plan changes for Lake County's life insurance.
(see 2012 Health, Life and Dental Recommendations for details)

2012 Health, Life and Dental Recommendations:

Health

Projected claims increase 2.4% (approximately \$1,000,000)
 The range of monthly premiums increases for employees is \$.70 to \$5.73
 The range of monthly premiums increases for the County is \$11.48 to \$37.48
 No changes to the percentage of employee cost sharing
 No changes to current health insurance plans. However, we are recommending the addition of a Consumer-Driven Health Plan (CDHP) PPO with a Health Savings Account (HSA) as a new option

CDHP PPO

High-deductible plan (individual \$1,200, family \$2,400)
 Comprehensive coverage same as current PPO plan
 Tax-exempt Health Savings Account (HSA)
 County contributes to HSA (individual \$1,200, family \$2,400)
 Strong focus on managing health care and improving health

Prescriptions

New programs (to encourage higher usage of chemically equivalent generic

drugs and greater use of the mail order program): Generics Preferred - The Express Scripts Generics Preferred program encourages generic utilization through economic incentives; Select Home Delivery - The Express Scripts Select Home Delivery program uses 'Active Choice' to engage members in their healthcare decisions by requiring that them to choose to fill their maintenance medications through the Express Scripts Pharmacy or at retail

Potential network change: Due to faltering negotiations between Walgreens and Express Scripts, Walgreens may no longer be in Lake County's network as of January 1, 2012

Dental

New provider (Delta Dental)

Premium decrease for Lake County and employees (on average of 3.5%)

Greater network of dentists for employees to access

Plan changes: Additional cleanings/maintenance for those that are at risk for oral health issues; Consultations now included in Coverage B and periodontics moved from Coverage C to Coverage B; Carry-over feature for deductible allows members to roll over qualified unused portion of the annual max from one year to the next

Life

Retain ING as group-term and supplemental life insurance provider

Rate reduction for group-term and supplemental life insurance

Offer additional 4 times and 5 times salary tiers for supplemental life insurance

Offer a new funeral planning service