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Wise County Medical Insurance Cost/Benefit Analysis

CURRENT MONTHLY SPENDING FOR HEALTH INSURANCE (WISE COUNTY PORTION)

CURRENT			
Census	Premium	County Pays	Monthly County Spend
175	\$655.58	\$ 655.58	\$ 114,726.50
70	\$1,455.39	\$ 1,175.46	\$ 82,282.20
100	\$1,809.39	\$ 1,405.56	\$ 140,556.00
345			\$ 337,564.70

LARGE EMPLOYER PLAN DESIGN/CONTRIBUTION COMPARISON

Plan Design	Wise County (Current)	Employer 1	Employer 2	Employer 3	Employer 4
Deductible (Indiv/Fam)	\$1000/\$2000	\$2500/\$5000	\$2500/\$5000	\$2500/\$5000	\$2500/\$5000
Out of Pocket Max (Indiv/Fam)	\$2500/\$5000	\$5500/\$11,000	\$6350/\$12,700	\$5500/\$11,000	\$6350/\$12,700
Office Visit Copays (PCP/Spec)	\$40/\$60	\$30/\$50	\$30/\$60	\$45/\$45	\$30/\$30
Rx Copays (Generic/Form/Non-Form)	\$20/\$40/\$60	\$15/\$35/\$50	\$15/\$35/\$60	\$15/\$30/\$65	\$15/\$30/\$65

Employee Pays	PROPOSED				
Employee Only	\$ -	\$ 110.00	\$ 98.12	\$ 131.17	\$ 41.04
Employee+Spouse	\$ 393.53	\$ 500.00	\$ 585.55	\$ 655.86	\$ 173.36
Employee+Child(ren)	\$ 278.18	\$ 260.00	\$ 535.27	\$ 346.29	\$ 46.15
Employee+Family	\$ 755.30	\$ 600.00	\$ 1,064.24	\$ 870.98	\$ 284.29

BASE PLAN/BUY-UP PLAN OPTIONS

	Buy-Up Plan	
	Base Plan	(Same as Current)
Deductible (Indiv/Fam)	\$2500/\$5000	\$1000/\$2000
Out of Pocket Max (Indiv/Fam)	\$5000/\$10000	\$2500/\$5000
Office Visit Copays (PCP/Spec)	\$40/\$60	\$40/\$60
Rx Copays (Generic/Form/Non-Form)	\$20/\$40/\$60	\$20/\$40/\$60

NEW 4 TIER PREMIUM STRUCTURE/CONTRIBUTION STRATEGY (all contributions for county based on BASE plan)

NEW Assumed Census	Buy Up Plan	Base Plan	Wise County Pays	% of Dependent	Employee Pays	Monthly Wise County Share
Employee Only	175	\$ 829.76	\$ 751.76	\$ 751.76	\$0.00	\$ 131,558.45
Employee+Spouse	53	\$ 1,659.53	\$ 1,503.53	\$ 1,110.00	\$393.53	\$ 58,830.00
Employee+Child(ren)	28	\$ 1,493.58	\$ 1,353.18	\$ 1,075.00	\$278.18	\$ 30,100.00
Employee+Family	89	\$ 2,489.29	\$ 2,255.30	\$ 1,500.00	\$755.30	\$ 133,500.00
345	24.9% Increase	13.2% Increase				\$ 353,988.45

ESTIMATED ENROLLMENT SHIFT DUE TO CONTRIBUTION CHANGES (figures based on actual changes of a different employer)

	Increase in Cost	Increase/Decrease In Enrollment	Estimated New Census	Estimated Wise County Share
Employee Only	9%	4%	168	\$ 126,296.11
Employee+Spouse	28%	-14%	46	\$ 51,060.00
Employee+Child(ren)	8%	12%	32	\$ 34,400.00
Employee+Family	33%	-12%	79	\$ 118,500.00
			325	\$ 330,256.11

CONTRIBUTION ANALYSIS - EMPLOYEE RESPONSIBILITY PER PAY PERIOD - BEFORE/AFTER

	Amount EE Would Have Paid With			
	Current	Current Plan/Increase	Proposed - Base	Proposed - Buy Up
EE Only	\$ -	\$ 80.39	\$ -	\$ 36.00
EE + Spouse	\$ 129.20	\$ 223.42	\$ 181.63	\$ 253.63
EE+ 1 Child	\$ 129.20	\$ 146.82	\$ 128.39	\$ 193.19
EE+ 2 or more Children	\$ 186.38	\$ 500.18	\$ 128.39	\$ 193.19
EE + Family	\$ 186.38	\$ 500.18	\$ 348.60	\$ 456.60