

Special Called Human Resources/Insurance Committee Meeting
Blount County Courthouse
Monday, August 3, 2015 – 5:00 P.M.
Agenda

- A.** Emergency Announcement
- B.** Roll call
- C.** Input on items on the agenda
- D.** Discussion and possible action on proposed insurance vendor changes for 2016 benefit plan year
 - 1. ASO – Allegiance
 - 2. PBM – Caremark (Employers Health)
 - 3. Dental – Delta Dental
 - 4. Vision – Superior
 - 5. Life/Disability – Dearborn National
 - 6. Worksite Products - Colonial
- E.** Discussion and possible action on benefit plan design and premium structure changes for 2016 plan year
- F.** Input on items not on agenda
- G.** Adjournment



Blount County Government HR Committee 08/03/2015

Presented by:

Cole Harris, RHU

Vice President of Sales & Marketing

CBIZ Benefits & Insurance Services of Tennessee, Inc.

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Summary

- Carrier Recommendations:
 - ASO – Allegiance
 - PBM – Caremark (Employers Health)
 - Stop-Loss – HM Life (Current)
 - Dental Insurance – Delta Dental
 - Vision Insurance – Superior Insurance (Current)
 - Life/Disability – Dearborn National
 - Worksite Products – Colonial
- Wellness:
 - Increased Tobacco Fee of \$25 / \$50 per month for employees
 - Research and commit full wellness program for 2017 plan year



Recommended Alternative

- 1 Plan Design
- January 1st, 2016 allow the retirees to continue the same as 2015 contributions
 - January 1st, 2017 all retirees costs will be equal to active employee costs
- Retirees beginning retirement in January 1st, 2017
 - Dependents are allowable on the plan only while the retiree is also on the plan



Recommended Alternative

Benefit	Current	Alternative
Deductible	\$500 / \$1,000	\$750 / \$1,500
Medical Out-of-Pocket Maximum	\$1,500	\$4,000
Prescriptions	\$10 / 30% (max of \$60)	<ul style="list-style-type: none">• \$10• 30% (max of \$60)• 40% (max of \$100)• 50% (max of \$200)





Recommended Alternative

- Proposed Levels (Blount County Contribution + Employee)

	Alternative Per Month
Employee Only	\$510.00
Employee Spouse	\$1,175.00
Employee Child	\$1,150.00
Family	\$1,200.00





Recommended Alternative

	Alternative (Per Month)		
	ER Cost	EE Cost	EE Change
Employee Only	\$425	\$85	+\$60
EE + Spouse	\$975	\$200	+\$50
EE + Child(ren)	\$975	\$175	+\$50
Family	\$975	\$225	+\$50



Employee/Employer Contributions (Previous)

	Plan 1		Plan 2		Plan 3	
	ER Cost	EE Cost	ER Cost	EE Cost	ER Cost	EE Cost
Employee Only	\$425	\$91.05	\$425	\$49.76	\$425	\$25 (5.683%)
EE + Spouse	\$975	\$315.12	\$975	\$211.91	\$975	\$150 (13.637%)
EE + Child(ren)	\$975	\$286.45	\$975	\$185.53	\$975	\$125 (11.623%)
Family	\$975	\$343.79	\$975	\$238.28	\$975	\$175 (15.564%)



Alternate Scenarios

- Keep Same Plan, Employee Contributions, and Vendors
 - **Expected Plan Deficit: \$2,749,255.39**
- Keep Same Plan and Employee Contributions: Change Vendors
 - **Expected Plan Deficit: \$1,890,077.71**
- Offer Three Plans, Change Contributions, and Vendors
 - **Expected Plan Surplus: \$158,961.29**
- Recommended Alternative, Change Contributions, and Vendors
 - **Expected Plan Deficit: \$182,555.34**

Fund Balance					Fund Balance				
All Calculations assume IBNR of \$1,205,000									
					6 Month Average				
Proposed Plan					Current Trends				
Month	Beginning FB	Revenues	Expenditures	Ending FB	Month	Beginning FB	Revenues	Expenditures	Ending FB
Jul-13	5,930,502	772,867	1,225,273	5,478,097	Jul-13	5,930,502	772,867	1,225,273	5,478,097
Aug-13	5,478,097	1,365,795	2,060,316	4,783,576	Aug-13	5,478,097	1,365,795	2,060,316	4,783,576
Sep-13	4,783,576	1,462,690	1,240,110	5,006,155	Sep-13	4,783,576	1,462,690	1,240,110	5,006,155
Oct-13	5,006,155	1,471,964	1,545,401	4,932,718	Oct-13	5,006,155	1,471,964	1,545,401	4,932,718
Nov-13	4,932,718	1,463,674	2,171,998	4,224,394	Nov-13	4,932,718	1,463,674	2,171,998	4,224,394
Dec-13	4,224,394	1,460,398	1,249,308	4,435,484	Dec-13	4,224,394	1,460,398	1,249,308	4,435,484
Jan-14	4,435,484	330,841	1,539,415	3,226,910	Jan-14	4,435,484	330,841	1,539,415	3,226,910
Feb-14	3,226,910	825,328	1,206,068	2,846,171	Feb-14	3,226,910	825,328	1,206,068	2,846,171
Mar-14	2,846,171	3,664,761	1,384,809	5,126,123	Mar-14	2,846,171	3,664,761	1,384,809	5,126,123
Apr-14	5,126,123	1,559,922	2,027,687	4,658,358	Apr-14	5,126,123	1,559,922	2,027,687	4,658,358
May-14	4,658,358	1,523,461	1,533,790	4,648,029	May-14	4,658,358	1,523,461	1,533,790	4,648,029
Jun-14	4,648,029	2,524,974	1,942,984	5,230,019	Jun-14	4,648,029	2,524,974	1,942,984	5,230,019
Jul-14	5,230,019	678,867	720,144	5,188,741	Jul-14	5,230,019	678,867	720,144	5,188,741
Aug-14	5,188,741	1,426,221	1,349,879	5,265,083	Aug-14	5,188,741	1,426,221	1,349,879	5,265,083
Sep-14	5,265,083	1,510,792	1,441,683	5,334,191	Sep-14	5,265,083	1,510,792	1,441,683	5,334,191
Oct-14	5,334,191	1,520,993	1,781,595	5,073,589	Oct-14	5,334,191	1,520,993	1,781,595	5,073,589
Nov-14	5,073,589	1,517,664	1,360,765	5,230,487	Nov-14	5,073,589	1,517,664	1,360,765	5,230,487
Dec-14	5,230,487	1,519,322	1,587,808	5,162,001	Dec-14	5,230,487	1,519,322	1,587,808	5,162,001
Jan-15	5,162,001	1,577,841	1,313,424	5,426,419	Jan-15	5,162,001	1,577,841	1,313,424	5,426,419
Feb-15	5,426,419	1,465,129	2,712,036	4,179,511	Feb-15	5,426,419	1,465,129	2,712,036	4,179,511
Mar-15	4,179,511	1,507,775	1,358,351	4,328,935	Mar-15	4,179,511	1,507,775	1,358,351	4,328,935
Apr-15	4,328,935	1,518,566	2,421,894	3,425,608	Apr-15	4,328,935	1,518,566	2,421,894	3,425,608
May-15	3,425,608	1,526,905	2,249,018	2,703,494	May-15	3,425,608	1,526,905	2,249,018	2,703,494
Jun-15	2,703,494	1,836,590	1,733,694	2,806,390	Jun-15	2,703,494	1,836,590	1,733,694	2,806,390
Jul-15	2,806,390	1,572,134	1,964,736	2,413,788	Jul-15	2,806,390	1,572,134	1,964,736	2,413,788
Aug-15	2,413,788	1,572,134	1,912,316	2,073,606	Aug-15	2,413,788	1,572,134	1,912,316	2,073,606
Sep-15	2,073,606	1,572,134	1,912,316	1,733,424	Sep-15	2,073,606	1,572,134	1,912,316	1,733,424
Oct-15	1,733,424	1,572,134	1,912,316	1,393,242	Oct-15	1,733,424	1,572,134	1,912,316	1,393,242
Nov-15	1,393,242	1,572,134	1,912,316	1,053,060	Nov-15	1,393,242	1,572,134	1,912,316	1,053,060
Dec-15	1,053,060	1,572,134	1,912,316	712,878	Dec-15	1,053,060	1,572,134	1,912,316	712,878
Jan-16	712,878	1,733,294	1,748,507	697,665	Jan-16	712,878	1,572,134	1,912,316	372,697
Feb-16	697,665	1,733,294	1,748,507	682,452	Feb-16	372,697	1,572,134	1,912,316	32,515
Mar-16	682,452	1,733,294	1,748,507	667,239	Mar-16	32,515	1,572,134	1,912,316	(307,667)
Apr-16	667,239	1,733,294	1,748,507	652,026	Apr-16	(307,667)	1,572,134	1,912,320	(647,853)
May-16	652,026	1,733,294	1,748,507	636,813					
Jun-16	636,813	1,733,294	1,748,507	621,600					
Jul-16	621,600	1,733,294	1,748,507	606,387					
Aug-16	606,387	1,733,294	1,748,507	591,174					
Sep-16	591,174	1,733,294	1,748,507	575,961					
Oct-16	575,961	1,733,294	1,748,507	560,748					
Nov-16	560,748	1,733,294	1,748,507	545,535					
Dec-16	545,535	1,733,294	1,748,507	530,322					
Jan-17	530,322	1,733,294	1,748,507	515,109					
Feb-17	515,109	1,733,294	1,748,507	499,896					
Mar-17	499,896	1,733,294	1,748,507	484,683					
Apr-17	484,683	1,733,294	1,748,507	469,470					
May-17	469,470	1,733,294	1,748,507	454,257					
Jun-17	454,257	1,733,294	1,748,507	439,044					

Fund Balance					Fund Balance				
All Calculations assume IBNR of \$1,205,000									
					10 Month Average				
Proposed Plan					Current Trends				
	Beginning FB	Revenues	Expenditures	Ending FB		Beginning FB	Revenues	Expenditures	Ending FB
Jul-13	5,930,502	772,867	1,225,273	5,478,097	Jul-13	5,930,502	772,867	1,225,273	5,478,097
Aug-13	5,478,097	1,365,795	2,060,316	4,783,576	Aug-13	5,478,097	1,365,795	2,060,316	4,783,576
Sep-13	4,783,576	1,462,690	1,240,110	5,006,155	Sep-13	4,783,576	1,462,690	1,240,110	5,006,155
Oct-13	5,006,155	1,471,964	1,545,401	4,932,718	Oct-13	5,006,155	1,471,964	1,545,401	4,932,718
Nov-13	4,932,718	1,463,674	2,171,998	4,224,394	Nov-13	4,932,718	1,463,674	2,171,998	4,224,394
Dec-13	4,224,394	1,460,398	1,249,308	4,435,484	Dec-13	4,224,394	1,460,398	1,249,308	4,435,484
Jan-14	4,435,484	330,841	1,539,415	3,226,910	Jan-14	4,435,484	330,841	1,539,415	3,226,910
Feb-14	3,226,910	825,328	1,206,068	2,846,171	Feb-14	3,226,910	825,328	1,206,068	2,846,171
Mar-14	2,846,171	3,664,761	1,384,809	5,126,123	Mar-14	2,846,171	3,664,761	1,384,809	5,126,123
Apr-14	5,126,123	1,559,922	2,027,687	4,658,358	Apr-14	5,126,123	1,559,922	2,027,687	4,658,358
May-14	4,658,358	1,523,461	1,533,790	4,648,029	May-14	4,658,358	1,523,461	1,533,790	4,648,029
Jun-14	4,648,029	2,524,974	1,942,984	5,230,019	Jun-14	4,648,029	2,524,974	1,942,984	5,230,019
Jul-14	5,230,019	678,867	720,144	5,188,741	Jul-14	5,230,019	678,867	720,144	5,188,741
Aug-14	5,188,741	1,426,221	1,349,879	5,265,083	Aug-14	5,188,741	1,426,221	1,349,879	5,265,083
Sep-14	5,265,083	1,510,792	1,441,683	5,334,191	Sep-14	5,265,083	1,510,792	1,441,683	5,334,191
Oct-14	5,334,191	1,520,993	1,781,595	5,073,589	Oct-14	5,334,191	1,520,993	1,781,595	5,073,589
Nov-14	5,073,589	1,517,664	1,360,765	5,230,487	Nov-14	5,073,589	1,517,664	1,360,765	5,230,487
Dec-14	5,230,487	1,519,322	1,587,808	5,162,001	Dec-14	5,230,487	1,519,322	1,587,808	5,162,001
Jan-15	5,162,001	1,577,841	1,313,424	5,426,419	Jan-15	5,162,001	1,577,841	1,313,424	5,426,419
Feb-15	5,426,419	1,465,129	2,712,036	4,179,511	Feb-15	5,426,419	1,465,129	2,712,036	4,179,511
Mar-15	4,179,511	1,507,775	1,358,351	4,328,935	Mar-15	4,179,511	1,507,775	1,358,351	4,328,935
Apr-15	4,328,935	1,518,566	2,421,894	3,425,608	Apr-15	4,328,935	1,518,566	2,421,894	3,425,608
May-15	3,425,608	1,526,905	2,249,018	2,703,494	May-15	3,425,608	1,526,905	2,249,018	2,703,494
Jun-15	2,703,494	1,836,590	1,733,694	2,806,390	Jun-15	2,703,494	1,836,590	1,733,694	2,806,390
Jul-15	2,806,390	1,550,158	1,796,027	2,560,521	Jul-15	2,806,390	1,550,158	1,796,027	2,560,521
Aug-15	2,560,521	1,550,158	1,764,575	2,346,103	Aug-15	2,560,521	1,550,158	1,764,575	2,346,103
Sep-15	2,346,103	1,550,158	1,764,575	2,131,686	Sep-15	2,346,103	1,550,158	1,764,575	2,131,686
Oct-15	2,131,686	1,550,158	1,764,575	1,917,269	Oct-15	2,131,686	1,550,158	1,764,575	1,917,269
Nov-15	1,917,269	1,550,158	1,764,575	1,702,851	Nov-15	1,917,269	1,550,158	1,764,575	1,702,851
Dec-15	1,702,851	1,550,158	1,764,575	1,488,434	Dec-15	1,702,851	1,550,158	1,764,575	1,488,434
Jan-16	1,488,434	1,733,294	1,748,507	1,473,222	Jan-16	1,488,434	1,550,158	1,764,575	1,274,017
Feb-16	1,473,222	1,733,294	1,748,507	1,458,009	Feb-16	1,274,017	1,550,158	1,764,575	1,059,600
Mar-16	1,458,009	1,733,294	1,748,507	1,442,796	Mar-16	1,059,600	1,550,158	1,764,575	845,182
Apr-16	1,442,796	1,733,294	1,748,507	1,427,584	Apr-16	845,182	1,550,158	1,764,575	630,765
May-16	1,427,584	1,733,294	1,748,507	1,412,371	May-16	630,765	1,550,158	1,764,575	416,348
Jun-16	1,412,371	1,733,294	1,748,507	1,397,158	Jun-16	416,348	1,550,158	1,764,575	201,930
Jul-16	1,397,158	1,733,294	1,748,507	1,381,946	Jul-16	201,930	1,550,158	1,764,575	(12,487)
Aug-16	1,381,946	1,733,294	1,748,507	1,366,733	Aug-16	(12,487)	1,550,158	1,764,575	(226,904)
Sep-16	1,366,733	1,733,294	1,748,507	1,351,520	Sep-16	(226,904)	1,550,158	1,588,117	(264,864)
Oct-16	1,351,520	1,733,294	1,748,507	1,336,308	Oct-16	(264,864)	1,550,158	1,764,575	(479,281)
Nov-16	1,336,308	1,733,294	1,748,507	1,321,095					
Dec-16	1,321,095	1,733,294	1,748,507	1,305,882					
Jan-17	1,305,882	1,733,294	1,748,507	1,290,670					
Feb-17	1,290,670	1,733,294	1,748,507	1,275,457					
Mar-17	1,275,457	1,733,294	1,748,507	1,260,244					
Apr-17	1,260,244	1,733,294	1,748,507	1,245,032					
May-17	1,245,032	1,733,294	1,748,507	1,229,819					
Jun-17	1,229,819	1,733,294	1,748,507	1,214,606					

Fund Balance					Fund Balance				
All Calculations assume IBNR of \$1,205,000									
					12 Month Average				
Proposed Plan					Current Trends				
Month	Beginning FB	Revenues	Expenditures	Ending FB	Month	Beginning FB	Revenues	Expenditures	Ending FB
Jul-13	5,930,502	772,867	1,225,273	5,478,097	Jul-13	5,930,502	772,867	1,225,273	5,478,097
Aug-13	5,478,097	1,365,795	2,060,316	4,783,576	Aug-13	5,478,097	1,365,795	2,060,316	4,783,576
Sep-13	4,783,576	1,462,690	1,240,110	5,006,155	Sep-13	4,783,576	1,462,690	1,240,110	5,006,155
Oct-13	5,006,155	1,471,964	1,545,401	4,932,718	Oct-13	5,006,155	1,471,964	1,545,401	4,932,718
Nov-13	4,932,718	1,463,674	2,171,998	4,224,394	Nov-13	4,932,718	1,463,674	2,171,998	4,224,394
Dec-13	4,224,394	1,460,398	1,249,308	4,435,484	Dec-13	4,224,394	1,460,398	1,249,308	4,435,484
Jan-14	4,435,484	330,841	1,539,415	3,226,910	Jan-14	4,435,484	330,841	1,539,415	3,226,910
Feb-14	3,226,910	825,328	1,206,068	2,846,171	Feb-14	3,226,910	825,328	1,206,068	2,846,171
Mar-14	2,846,171	3,664,761	1,384,809	5,126,123	Mar-14	2,846,171	3,664,761	1,384,809	5,126,123
Apr-14	5,126,123	1,559,922	2,027,687	4,658,358	Apr-14	5,126,123	1,559,922	2,027,687	4,658,358
May-14	4,658,358	1,523,461	1,533,790	4,648,029	May-14	4,658,358	1,523,461	1,533,790	4,648,029
Jun-14	4,648,029	2,524,974	1,942,984	5,230,019	Jun-14	4,648,029	2,524,974	1,942,984	5,230,019
Jul-14	5,230,019	678,867	720,144	5,188,741	Jul-14	5,230,019	678,867	720,144	5,188,741
Aug-14	5,188,741	1,426,221	1,349,879	5,265,083	Aug-14	5,188,741	1,426,221	1,349,879	5,265,083
Sep-14	5,265,083	1,510,792	1,441,683	5,334,191	Sep-14	5,265,083	1,510,792	1,441,683	5,334,191
Oct-14	5,334,191	1,520,993	1,781,595	5,073,589	Oct-14	5,334,191	1,520,993	1,781,595	5,073,589
Nov-14	5,073,589	1,517,664	1,360,765	5,230,487	Nov-14	5,073,589	1,517,664	1,360,765	5,230,487
Dec-14	5,230,487	1,519,322	1,587,808	5,162,001	Dec-14	5,230,487	1,519,322	1,587,808	5,162,001
Jan-15	5,162,001	1,577,841	1,313,424	5,426,419	Jan-15	5,162,001	1,577,841	1,313,424	5,426,419
Feb-15	5,426,419	1,465,129	2,712,036	4,179,511	Feb-15	5,426,419	1,465,129	2,712,036	4,179,511
Mar-15	4,179,511	1,507,775	1,358,351	4,328,935	Mar-15	4,179,511	1,507,775	1,358,351	4,328,935
Apr-15	4,328,935	1,518,566	2,421,894	3,425,608	Apr-15	4,328,935	1,518,566	2,421,894	3,425,608
May-15	3,425,608	1,526,905	2,249,018	2,703,494	May-15	3,425,608	1,526,905	2,249,018	2,703,494
Jun-15	2,703,494	1,836,590	1,733,694	2,806,390	Jun-15	2,703,494	1,836,590	1,733,694	2,806,390
Jul-15	2,806,390	1,467,222	1,669,191	2,604,421	Jul-15	2,806,390	1,467,222	1,669,191	2,604,421
Aug-15	2,604,421	1,467,222	1,642,981	2,428,662	Aug-15	2,604,421	1,467,222	1,642,981	2,428,662
Sep-15	2,428,662	1,467,222	1,642,981	2,252,903	Sep-15	2,428,662	1,467,222	1,642,981	2,252,903
Oct-15	2,252,903	1,467,222	1,642,981	2,077,144	Oct-15	2,252,903	1,467,222	1,642,981	2,077,144
Nov-15	2,077,144	1,467,222	1,642,981	1,901,385	Nov-15	2,077,144	1,467,222	1,642,981	1,901,385
Dec-15	1,901,385	1,467,222	1,642,981	1,725,625	Dec-15	1,901,385	1,467,222	1,642,981	1,725,625
Jan-16	1,725,625	1,733,294	1,748,507	1,710,412	Jan-16	1,725,625	1,467,222	1,642,981	1,549,866
Feb-16	1,710,412	1,733,294	1,748,507	1,695,199	Feb-16	1,549,866	1,467,222	1,642,981	1,374,107
Mar-16	1,695,199	1,733,294	1,748,507	1,679,986	Mar-16	1,374,107	1,467,222	1,642,981	1,198,348
Apr-16	1,679,986	1,733,294	1,748,507	1,664,773	Apr-16	1,198,348	1,467,222	1,642,981	1,022,589
May-16	1,664,773	1,733,294	1,748,507	1,649,560	May-16	1,022,589	1,467,222	1,642,981	846,830
Jun-16	1,649,560	1,733,294	1,748,507	1,634,347	Jun-16	846,830	1,467,222	1,642,981	671,071
Jul-16	1,634,347	1,733,294	1,748,507	1,619,134	Jul-16	671,071	1,467,222	1,642,981	495,312
Aug-16	1,619,134	1,733,294	1,748,507	1,603,921	Aug-16	495,312	1,467,222	1,642,981	319,553
Sep-16	1,603,921	1,733,294	1,748,507	1,588,708	Sep-16	319,553	1,467,222	1,642,981	143,794
Oct-16	1,588,708	1,733,294	1,748,507	1,573,495	Oct-16	143,794	1,467,222	1,642,981	(31,965)
Nov-16	1,573,495	1,733,294	1,748,507	1,558,282	Nov-16	(31,965)	1,467,222	1,642,981	(207,724)
Dec-16	1,558,282	1,733,294	1,748,507	1,543,069	Dec-16	(207,724)	1,467,222	1,642,981	(383,483)
Jan-17	1,543,069	1,733,294	1,748,507	1,527,856					
Feb-17	1,527,856	1,733,294	1,748,507	1,512,643					
Mar-17	1,512,643	1,733,294	1,748,507	1,497,430					
Apr-17	1,497,430	1,733,294	1,748,507	1,482,217					
May-17	1,482,217	1,733,294	1,748,507	1,467,004					
Jun-17	1,467,004	1,733,294	1,748,507	1,451,791					