

# EVERETT SCHOOL EMPLOYEE BENEFIT TRUST 2015 RENEWAL PROPOSALS

MAY 14, 2014

**Sean White**  
Principal

# Agenda

- Medical Proposals
- Next Steps

# Medical Proposals

The background of the slide is composed of three distinct horizontal bands of color. The top band is a dark navy blue, the middle band is a medium teal, and the bottom band is a bright cyan. These bands are separated by diagonal lines that slope upwards from left to right, creating a layered, geometric effect.

## Medical proposals Process

- ESEBT directed Mercer to pursue alternative medical proposals from Aetna, CIGNA, Regence, UHC and GHC due to significant cost increases through the WEA (both historical and projected).
- WEA regulations require any district carving out from the WEA needs to stay out for a minimum of two years.
- Due to a lack of current claims data, the first year rates are based on age/gender, geographic factors and the current WEA premiums.
- CIGNA, UHC, and GHC provided quotes, and Aetna and Regence have declined due to ESEBT's age/gender factors and service area.
- CIGNA quoted a one year proposal with a premium increase of 21% above current. The proposal did not include a second year rate cap, and was quoted on a refund accounting basis (ESEBT could be required to pay back deficits on the plan if claims experience is poor).
- In light of more favorable proposals from GHC and UHC, Mercer did not negotiate further with CIGNA, but can do so if directed by the Trust.

## Medical proposals

### Group Health Cooperative

- GHC provided a total replacement quote comprised of 9 plan designs, with set criteria on the number and type of plans ESEBT can offer:
  - Two HMOs.
  - Six PPOs.
  - One HSA/PPO.
- The quote provided is firm and not subject to change based on the 2014-2015 WEA renewal announcement in June.
- GHC is offering a 12% cap on second year premium increases (barring any federally mandated benefit changes or significant changes to the demographics).
- ESEBT may choose up to five plans with the following requirements:
  - One HMO.
  - One HSA.
  - At least one additional Access PPO.

# Group Health Cooperative

## Plan design offerings

<b>1</b> <b>GHC Access PPO (\$100)</b> Narrow Network \$100/\$300 deductible 90/10% coinsurance \$2,000/\$6,000 OOP max \$25 OV	<b>2</b> <b>GHC Access PPO (\$200)</b> Narrow Network \$200/\$600 deductible 80/20% coinsurance \$2,000/\$6,000 OOP max \$30 OV	<b>3</b> <b>GHC Access PPO (\$350)</b> Narrow Network \$350/\$1,050 deductible 80/20% coinsurance \$2,500/\$7,500 OOP max \$30, Ded/Coins. OV
<b>4</b> <b>GHC Access PPO (\$500)</b> Narrow Network \$500/\$1,500 deductible 80/20% coinsurance \$4,000/\$12,000 OOP max \$30 OV	<b>5</b> <b>GHC Access PPO (\$750)</b> Narrow Network \$750/\$2,250 deductible 70/30% coinsurance \$4,000/\$12,000 OOP max \$30, Ded/Coins. OV	<b>6</b> <b>GHC Access PPO (\$1,000)</b> Narrow Network \$1,000/\$2,000 deductible 70/30% coinsurance \$6,000/\$12,000 OOP max \$30, Ded/Coins. OV
<b>7</b> <b>GHC Access PPO (HSA)</b> Narrow Network \$1,500/\$3,000 deductible 80/20% coinsurance \$5,100/\$10,200 OOP max Ded/Coins. OV	<b>8</b> <b>GHC HMO (Copays)</b> HMO No deductible No coinsurance \$2,000/\$4,000 OOP max \$15 OV	<b>9</b> <b>GHC HMO (Ded/Coins.)</b> HMO \$350/\$1,050 deductible 90/10% coinsurance \$2,000/\$6,000 OOP max \$20/\$40, Ded/Coins. OV

# Group Health Cooperative

## Plan comparison to current plans

	1 Access PPO (\$100)	2 Access PPO (\$200)	3 Access PPO (\$350)	4 Access PPO (\$500)	5 Access PPO (\$750)	6 Access PPO (\$1,000)	7 Access PPO (HSA)	8 HMO (Copays)	9 HMO (Ded/Coins.)
<b>WEA Plan 2</b> Broad Network \$200/\$600 deductible 80/20% coinsurance \$1,500/\$4,500 OOP max \$25 OV		X							
<b>WEA Plan 3</b> Broad Network \$300/\$900 deductible 80/20% coinsurance \$2,750/\$8,250 OOP max \$30 OV			X						
<b>WEA Plan 5</b> Narrow Network \$200/\$600 deductible 90/10% coinsurance \$500/\$1,500 OOP max \$15 OV	X								
<b>WEA QHDHP</b> Narrow Network \$1,500/\$3,000 deductible 80/20% coinsurance \$4,000/\$8,000 OOP max 20% OV							X		
<b>WEA Easy Choice A/B/C</b> Broad/Broad/Narrow \$1,000/750/250 80/75/65% \$5,000/4,000/7,500 OOP Max \$15/30/35 OV				X	X	X			
<b>GHC HMO</b> HMO \$200/\$600 deductible 80/20% coinsurance \$1,000/\$3,000 OOP max \$20, Ded/Coins. OV								X	X

Highlighted cells are the plans that were selected for the analysis.

# Group Health Cooperative

## Potential savings

Effective January 1, 2015									
	2014 (CURRENT) WEA	2015 (RENEWAL) WEA	2015 (ALTERNATIVE) GROUP HEALTH COOPERATIVE (GHC)						
	Total	Total	\$ Increase Over Current	% Change Over Renewal	Total	\$ Increase Over Current	% Change Over Current	% Change Over Renewal	
<b>WEA Plan 2</b>									
	\$200 Ded; \$25 OVC; \$1,500 OOP; 80%; \$10/\$20/\$35 Rx	\$200 Ded; \$25 OVC; \$1,500 OOP; 80%; \$10/\$20/\$35 Rx			\$200 Ded; \$30 OVC; \$2,000 OOP; 80%; \$10/\$35/\$70 Rx				
Employee Only	105	\$776.40	\$854.04	\$77.64	10.00%	\$764.14	(\$12.26)	(\$89.90)	(1.58%)
Employee / Spouse	58	\$1,420.85	\$1,562.94	\$142.09	10.00%	\$1,398.41	(\$22.44)	(\$164.53)	(1.58%)
Employee / Children	59	\$1,036.50	\$1,140.15	\$103.65	10.00%	\$1,020.13	(\$16.37)	(\$120.02)	(1.58%)
Employee / Family	37	\$1,703.45	\$1,873.80	\$170.35	10.00%	\$1,676.55	(\$26.90)	(\$197.25)	(1.58%)
Annualized Total	259	\$3,457,349	\$3,803,084	\$345,735	10.00%	\$3,402,750	(\$54,599)	(\$400,334)	(1.58%)
<b>WEA Plan 3</b>									
	\$300 Ded; \$30 OVC; \$2,750 OOP; 80%; \$15/\$25/\$40 Rx	\$300 Ded; \$30 OVC; \$2,750 OOP; 80%; \$15/\$25/\$40 Rx			\$200 Ded; \$30 OVC; \$2,000 OOP; 80%; \$10/\$35/\$70 Rx				
Employee Only	162	\$694.75	\$764.23	\$69.48	10.00%	\$764.14	\$69.39	(\$0.09)	9.99%
Employee / Spouse	95	\$1,271.60	\$1,398.76	\$127.16	10.00%	\$1,398.41	\$126.81	(\$0.35)	9.97%
Employee / Children	94	\$927.65	\$1,020.42	\$92.77	10.00%	\$1,020.13	\$92.48	(\$0.29)	9.97%
Employee / Family	108	\$1,524.55	\$1,677.01	\$152.46	10.00%	\$1,676.55	\$152.00	(\$0.46)	9.97%
Annualized Total	459	\$5,822,424	\$6,404,666	\$582,242	10.00%	\$6,403,191	\$580,767	(\$1,475)	9.97%
<b>WEA Plan 5</b>									
	\$200 Ded; \$15 OVC; \$500 OOP; 90%; \$10/\$15/\$30 Rx	\$200 Ded; \$15 OVC; \$500 OOP; 90%; \$10/\$15/\$30 Rx			\$100 Ded; \$25 OVC; \$2,000 OOP; 90%; \$10/\$35/\$70 Rx				
Employee Only	61	\$908.15	\$998.97	\$90.82	10.00%	\$925.56	\$17.41	(\$73.41)	1.92%
Employee / Spouse	21	\$1,745.15	\$1,819.67	\$174.52	10.00%	\$1,693.82	(\$51.33)	(\$225.85)	(2.94%)
Employee / Children	26	\$1,239.10	\$1,363.01	\$123.91	10.00%	\$1,235.63	(\$3.47)	(\$127.38)	(0.28%)
Employee / Family	17	\$2,102.35	\$2,312.59	\$210.24	10.00%	\$2,030.71	(\$71.64)	(\$281.88)	(3.41%)
Annualized Total	125	\$1,920,022	\$2,112,024	\$192,002	10.00%	\$1,904,134	(\$15,888)	(\$207,890)	(0.83%)
<b>WEA EasyChoice</b>									
	\$1,000 Ded; \$15 OVC; \$5,000 OOP; 80%; \$500-\$0/30%/30% Rx \$750 Ded; \$30 OVC; \$4,000 OOP; 75%; \$250-\$0/30/\$45 Rx \$250 Ded; \$35 OVC; \$7,500 OOP; 65%; \$500-\$0/30/\$45 Rx	\$1,000 Ded; \$15 OVC; \$5,000 OOP; 80%; \$500-\$0/30%/30% Rx \$750 Ded; \$30 OVC; \$4,000 OOP; 75%; \$250-\$0/30/\$45 Rx \$250 Ded; \$35 OVC; \$7,500 OOP; 65%; \$500-\$0/30/\$45 Rx			\$750 Ded; \$30 OVC; \$4,000 OOP; 70%; \$5/\$45/\$90 Rx				
Employee Only	102	\$495.90	\$545.49	\$49.59	10.00%	\$622.34	\$126.44	\$76.85	25.50%
Employee / Spouse	35	\$900.55	\$990.61	\$90.06	10.00%	\$1,138.91	\$238.36	\$148.31	26.47%
Employee / Children	39	\$657.75	\$723.53	\$65.78	10.00%	\$830.82	\$173.07	\$107.30	26.31%
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Annualized Total	246	\$2,199,358	\$2,419,293	\$219,936	10.00%	\$2,775,871	\$576,514	\$356,578	26.21%
<b>WEA QHDHP</b>									
	\$1,500 Ded; \$4,000 OOP; 80%; 20% Rx	\$1,500 Ded; \$4,000 OOP; 80%; 20% Rx			\$1,500 Ded; \$5,100 OOP; 80%; \$10/\$35/\$70 Rx				
Employee Only	9	\$389.85	\$428.84	\$38.99	10.00%	\$487.35	\$97.50	\$58.52	25.01%
Employee / Spouse	2	\$707.10	\$777.81	\$70.71	10.00%	\$891.87	\$184.77	\$114.06	26.13%
Employee / Children	2	\$516.75	\$568.43	\$51.68	10.00%	\$650.61	\$133.86	\$82.18	25.90%
Employee / Family	5	\$835.45	\$919.00	\$83.55	10.00%	\$1,069.26	\$233.81	\$150.27	27.99%
Annualized Total	18	\$121,603	\$133,764	\$12,160	10.00%	\$153,809	\$32,206	\$20,045	26.48%
<b>GHC</b>									
	No Ded; \$15 OVC; \$2,000 OOP; No Coins; \$10/20/NC Rx	No Ded; \$15 OVC; \$2,000 OOP; No Coins; \$10/20/NC Rx			No Ded; \$15 OVC; \$2,000 OOP; No Coins; \$15/30/NC Rx				
Employee Only	199	\$682.29	\$750.52	\$68.23	10.00%	\$749.93	\$67.64	(\$0.59)	9.91%
Employee / Spouse	77	\$1,289.53	\$1,418.48	\$128.95	10.00%	\$1,372.41	\$82.88	(\$46.07)	6.43%
Employee / Children	88	\$941.56	\$1,035.72	\$94.16	10.00%	\$1,001.17	\$59.61	(\$34.55)	6.33%
Employee / Family	140	\$1,541.98	\$1,696.18	\$154.20	10.00%	\$1,645.38	\$103.40	(\$50.80)	6.71%
Annualized Total	504	\$6,405,648	\$7,046,213	\$640,565	10.00%	\$6,880,414	\$474,766	(\$165,799)	7.41%
<b>Combined Total</b>									
Annualized Total	1,611	\$19,926,404	\$21,919,045	\$1,992,640	10.00%	\$21,520,169	\$1,593,764	(\$398,876)	8.00%
<b>Annualized Savings</b>									<b>\$398,876</b>

These calculations assume a renewal increase of 10% for current WEA and GHC plans in 2015 and 2016.  
The uneven % increase over current in GHC's proposal can most likely be attributed to GHC adjusting tier ratios to be compliant with ESSB 5940 3:1 ratio for employee-only and employee-family premiums.  
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# Group Health Cooperative

## Potential savings

		Effective January 1, 2015			Effective January 1, 2015					
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# Group Health Cooperative

## Potential savings

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GHC		Total	Total	\$ Increase	% Change	Total	\$ Increase Over Current	\$ Increase Over Renewal	% Change Over Current	% Change Over Renewal
		No Ded; \$15 OV; \$2,000 OOP; No Coins; \$10/20/NC Rx	No Ded; \$15 OV; \$2,000 OOP; No Coins; \$10/20/NC Rx			HMO (Copays) No Ded; \$15 OV; \$2,000 OOP; No Coins; \$15/30/NC Rx				
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Employee / Family	140	\$1,541.98	\$1,696.18	\$154.20	10.00%	\$1,645.38	\$103.40	(\$50.80)	6.71%	(2.99%)
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Annualized Savings								\$398,876		

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## Group Health Cooperative

### Estimated two-year gain / (loss) to ESEBT with GHC proposal

#### GHC Proposal

Current Plans		6% increase in 2016	8% increase in 2016	10% increase in 2016	12% increase in 2016
	6% increase in 2015 and 2016	(\$820,000)	(\$1,251,000)	(\$1,681,000)	(\$2,111,000)
	8% increase in 2015 and 2016	\$431,000	\$1,000	(\$430,000)	(\$860,000)
	10% increase in 2015 and 2016	\$1,698,000	\$1,268,000	\$838,000	\$407,000
	12% increase in 2015 and 2016	\$2,982,000	\$2,551,000	\$2,121,000	\$1,690,000

Should the WEA renewal increase for 2015-2016 be above 10%, GHC offer will provide savings in the proposed GHC renewal scenarios with the 12% renewal cap.

## Group Health Cooperative

### Potential network disruption

- Mercer & Group Health performed an unweighted network disruption analysis, comparing Premera's network providers (current PPOs) and those currently contracted with GHC's Access PPO.
- This analysis does not consider utilization by district employees as that data is not available through the WEA.
- Premera PPO vs. GHC PPO Providers.

	Premera Providers	GHC PPO Matching Providers	% Matching
Primary Care Providers	77	42	55%
Hospitals	25	20	80%

This analysis includes General Practice, Pediatric care, and Hospitals within a 50 mile radius of Everett. The list of providers was consolidated manually by GHC.

# Group Health Cooperative

## Potential network disruption

### Premera PCPs not contracted with Group Health Access PPO (35)

Patricia Osetinsky - Everett	Shlafer, Stephen - Mill Creek	Chu, Samuel - Lynnwood	Monroe Pediatrics - Monroe
Zicella, Mario - Edmonds	Lakeshore Clinic - Bothell	Woodinville Pediatrics - Woodinville	Eichner, Manfred - Kirkland
Neighborcare Health - Seattle	Pediatric Sports Medicine - Kirkland	HealthPoint Medical - Redmond	Redmond Pediatrics - Redmond
Evergreen Pediatrics - Kirkland	Ibrahim, Firoz - Kirkland	Ballard Pediatric Clinic - Seattle	Boyer Children's Clinic - Seattle
Stepping Stone Pediatrics - Bellevue	Odessa Brown Childrens Clinic - Seattle	WA Center for Pain Management - Everett	Tulalip Health Clinic - Tulalip
Summe Medical Clinic - Edmonds	Suchert, Robert - Edmonds	A Primary Care Clinic for Adults - Bothell	Simpson, Robert - Kenmore
Puget Sound Psychiatric Center - Bothell	Bastyr Center for Natural Health - Seattle	American Medical Clinic - Bellevue	Advanced Family Medicine - Redmond
Acusound Clinic - Bellevue	Pacific Coast Medical Group - Bellevue	Physical Medicine of Bellevue - Bellevue	US Healthworks - Multiple sites
Swinomish Health Clinic - La Conner	Quan, Helen - Seattle	Rainier Beach Medical Clinic - Seattle	

### Premera hospitals not contracted with Group Health Access PPO (5)

VA Puget Sound Health Care	Schick Shadel (Rehab) - Bellevue	Highline Medical - Burien	Fairfax Hospital - Kirkland
Kindred Hospital - Seattle			

## Medical proposals

### UHC

- UHC provided a total replacement quote comprised of seven plan options, designed to closely match the current WEA plans 2, 3, 5, QHDHP, and EasyChoice A, B and C.
- ESEBT enrollees may choose from any of the seven options.
- No option was provided to match ESEBT's current GHC HMO plan offering. ESEBT could renew the HMO product with GHC or cease to offer it.
- The initial proposed premiums are illustrative and subject to modification once the WEA renewal is announced, which means they may increase or decrease.
- No second year rate cap was provided in their initial proposal. However, if directed by the trust to pursue this proposal further, Mercer would look to negotiating such a guarantee.

# Medical proposals

## UHC

		Effective January 1, 2015				Effective January 1, 2015				
		2014 (CURRENT)	2015 (RENEWAL)			2015 (ALTERNATIVE)				
		WEA	WEA			UNITED HEALTHCARE (UHC)				
							\$ Increase Over Current	\$ Increase Over Renewal	% Change Over Current	% Change Over Renewal
WEA Plan 2		Total	Total	\$ Increase	% Change	Total				
		\$200 Ded; \$25 OVC, \$1,500 OOP, 80%; \$10/\$20/\$35 Rx	\$200 Ded; \$25 OVC, \$1,500 OOP, 80%; \$10/\$20/\$35 Rx			Option 1 \$200 Ded; \$25 OVC, \$1,500 OOP, 80%; \$10/\$20/\$35 Rx				
Employee Only	105	\$776.40	\$854.04	\$77.64	10.00%	\$834.82	\$58.42	(\$19.22)	7.52%	(2.25%)
Employee / Spouse	58	\$1,420.85	\$1,562.94	\$142.09	10.00%	\$1,527.72	\$106.87	(\$35.21)	7.52%	(2.25%)
Employee / Children	59	\$1,036.50	\$1,140.15	\$103.65	10.00%	\$1,118.66	\$82.16	(\$21.49)	7.93%	(1.88%)
Employee / Family	37	\$1,703.45	\$1,873.80	\$170.35	10.00%	\$1,828.26	\$124.81	(\$45.54)	7.33%	(2.43%)
Annualized Total	259	\$3,457,349	\$3,803,084	\$345,735	10.00%	\$3,718,925	\$261,576	(\$84,159)	7.57%	(2.21%)
WEA Plan 3		Total	Total	\$ Increase	% Change	Total	\$ Increase Over Current	\$ Increase Over Renewal	% Change Over Current	% Change Over Renewal
		\$300 Ded; \$30 OVC, \$2,750 OOP, 80%; \$15/\$25/\$40 Rx	\$300 Ded; \$30 OVC, \$2,750 OOP, 80%; \$15/\$25/\$40 Rx			Option 2 \$300 Ded; \$30 OVC, \$2,750 OOP, 80%; \$15/\$25/\$40 Rx				
Employee Only	162	\$694.75	\$764.23	\$69.48	10.00%	\$752.06	\$57.31	(\$12.17)	8.25%	(1.59%)
Employee / Spouse	95	\$1,271.60	\$1,398.76	\$127.16	10.00%	\$1,376.27	\$104.67	(\$22.49)	8.23%	(1.61%)
Employee / Children	94	\$927.65	\$1,020.42	\$92.77	10.00%	\$1,007.76	\$80.11	(\$12.66)	8.64%	(1.24%)
Employee / Family	108	\$1,524.55	\$1,677.01	\$152.46	10.00%	\$1,647.01	\$122.46	(\$30.00)	8.03%	(1.79%)
Annualized Total	459	\$5,822,424	\$6,404,666	\$582,242	10.00%	\$6,302,231	\$479,807	(\$102,436)	8.24%	(1.60%)
WEA Plan 5		Total	Total	\$ Increase	% Change	Total	\$ Increase Over Current	\$ Increase Over Renewal	% Change Over Current	% Change Over Renewal
		\$200 Ded; \$15 OVC, \$500 OOP, 90%; \$10/\$15/\$30 Rx	\$200 Ded; \$15 OVC, \$500 OOP, 90%; \$10/\$15/\$30 Rx			Option 3 \$200 Ded; \$15 OVC, \$500 OOP, 90%; \$10/\$15/\$30 Rx				
Employee Only	61	\$908.15	\$998.97	\$90.82	10.00%	\$958.40	\$50.25	(\$40.57)	5.53%	(4.06%)
Employee / Spouse	21	\$1,745.15	\$1,919.67	\$174.52	10.00%	\$1,753.87	\$8.72	(\$165.80)	0.50%	(8.64%)
Employee / Children	26	\$1,239.10	\$1,363.01	\$123.91	10.00%	\$1,284.26	\$45.16	(\$78.75)	3.64%	(5.78%)
Employee / Family	17	\$2,102.35	\$2,312.59	\$210.24	10.00%	\$2,098.90	(\$3.45)	(\$213.69)	(0.16%)	(9.24%)
Annualized Total	125	\$1,920,022	\$2,112,024	\$192,002	10.00%	\$1,972,389	\$52,367	(\$139,636)	2.73%	(6.61%)
WEA EasyChoice*		Total	Total	\$ Increase	% Change	Total	\$ Increase Over Current	\$ Increase Over Renewal	% Change Over Current	% Change Over Renewal
		\$1,000 Ded; \$15 OVC, \$5,000 OOP, 80%; \$500-\$0/\$30/\$30 Rx \$750 Ded; \$30 OVC, \$4,000 OOP, 75%; \$250-\$0/\$30/\$45 Rx \$250 Ded; \$35 OVC, \$7,500 OOP, 65%; \$500-\$0/\$30/\$45 Rx	\$1,000 Ded; \$15 OVC, \$5,000 OOP, 80%; \$500-\$0/\$30/\$30 Rx \$750 Ded; \$30 OVC, \$4,000 OOP, 75%; \$250-\$0/\$30/\$45 Rx \$250 Ded; \$35 OVC, \$7,500 OOP, 65%; \$500-\$0/\$30/\$45 Rx			Option 4, 5, 6 \$1,000 Ded; \$15 OVC, \$5,000 OOP, 80%; \$500-\$0/\$30/\$30 Rx \$750 Ded; \$30 OVC, \$4,000 OOP, 75%; \$250-\$0/\$30/\$45 Rx \$0 Ded; \$35 OVC, \$6,350 OOP, 65%; \$500-\$0/\$30/\$45 Rx				
Employee Only	102	\$495.90	\$545.49	\$49.59	10.00%	\$724.56	\$228.66	\$179.07	46.11%	32.83%
Employee / Spouse	35	\$900.55	\$990.61	\$90.06	10.00%	\$1,325.94	\$425.39	\$335.34	47.24%	33.85%
Employee / Children	39	\$657.75	\$723.53	\$65.78	10.00%	\$970.91	\$313.16	\$247.39	47.61%	34.19%
Employee / Family	70	\$1,078.95	\$1,186.85	\$107.90	10.00%	\$1,586.79	\$507.84	\$399.95	47.07%	33.70%
Annualized Total	246	\$2,199,358	\$2,419,293	\$219,936	10.00%	\$3,231,046	\$1,031,688	\$811,752	46.91%	33.55%
WEA QHDHP		Total	Total	\$ Increase	% Change	Total	\$ Increase Over Current	\$ Increase Over Renewal	% Change Over Current	% Change Over Renewal
		\$1,500 Ded; \$4,000 OOP, 80%; 20% Rx	\$1,500 Ded; \$4,000 OOP, 80%; 20% Rx			Option 7 \$1,500 Ded; \$4,000 OOP, 80%; 20% Rx				
Employee Only	9	\$389.85	\$428.84	\$38.99	10.00%	\$566.40	\$176.55	\$137.57	45.29%	32.08%
Employee / Spouse	2	\$707.10	\$777.81	\$70.71	10.00%	\$1,036.51	\$329.41	\$258.70	46.59%	33.26%
Employee / Children	2	\$516.75	\$568.43	\$51.68	10.00%	\$758.98	\$242.23	\$190.56	46.88%	33.52%
Employee / Family	5	\$835.45	\$919.00	\$83.55	10.00%	\$1,240.42	\$404.97	\$321.43	48.47%	34.98%
Annualized Total	18	\$121,603	\$133,764	\$12,160	10.00%	\$178,688	\$57,085	\$44,925	46.94%	33.59%
GHC		Total	Total	\$ Increase	% Change	Total	\$ Increase Over Current	\$ Increase Over Renewal	% Change Over Current	% Change Over Renewal
		No Ded; \$15 OV; \$2,000 OOP, No Coins; \$10/20/NC Rx	No Ded; \$15 OV; \$2,000 OOP, No Coins; \$10/20/NC Rx			GHC HMO No Ded; \$15 OV; \$2,000 OOP, No Coins; \$10/20/NC Rx				
Employee Only	199	\$682.29	\$750.52	\$68.23	10.00%	\$750.52	\$68.23	\$0.00	10.00%	0.00%
Employee / Spouse	77	\$1,289.53	\$1,418.48	\$128.95	10.00%	\$1,418.48	\$128.95	\$0.00	10.00%	0.00%
Employee / Children	88	\$941.56	\$1,035.72	\$94.16	10.00%	\$1,035.72	\$94.16	\$0.00	10.00%	0.00%
Employee / Family	140	\$1,541.98	\$1,696.18	\$154.20	10.00%	\$1,696.18	\$154.20	\$0.00	10.00%	0.00%
Annualized Total	504	\$6,405,648	\$7,046,213	\$640,565	10.00%	\$7,046,213	\$640,565	\$0	10.00%	0.00%
Combined Total		Total	Total	\$ Increase	% Change	Total	\$ Increase Over Current	\$ Increase Over Renewal	% Change Over Current	% Change Over Renewal
Annualized Total	1,611	\$19,926,404	\$21,919,045	\$1,992,640	10.00%	\$22,449,491	\$2,523,087	\$530,446	12.66%	2.42%
Annualized Savings								(\$530,446)		

These calculations assume a renewal increase of 10% for current WEA and GHC plans.

All estimates based upon the information available at a point in time are subject to unforeseen and random events. Therefore, any projection should be interpreted as having a likely range of variability from the estimate.

The uneven % increase over current in UHC's proposal can most likely be attributed to UHC adjusting tier ratios to be compliant with ESSB 5940 3.1 ratio for employee-only and employee-family premiums.

\*The UHC proposed option to replace EasyChoice C is slightly different in design, with decreases to in-network deductible and OOP maximum.

# Medical proposals

## UHC

Effective January 1, 2015					Effective January 1, 2015				
	2014 (CURRENT)	2015 (RENEWAL)			2015 (ALTERNATIVE)				
	WEA	WEA			UNITED HEALTHCARE (UHC)				
WEA Plan 2	Total	Total	\$ Increase	% Change	Total	\$ Increase Over Current	\$ Increase Over Renewal	% Change Over Current	% Change Over Renewal
	\$200 Ded; \$25 OVC; \$1,500 OOP; 80%; \$10/\$20/\$35 Rx	\$200 Ded; \$25 OVC; \$1,500 OOP; 80%; \$10/\$20/\$35 Rx			Option 1 \$200 Ded; \$25 OVC; \$1,500 OOP; 80%; \$10/\$20/\$35 Rx				
Employee Only 105	\$776.40	\$854.04	\$77.64	10.00%	\$834.82	\$58.42	(\$19.22)	7.52%	(2.25%)
Employee / Spouse 58	\$1,420.85	\$1,562.94	\$142.09	10.00%	\$1,527.72	\$106.87	(\$35.21)	7.52%	(2.25%)
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Annualized Total 259	\$3,457,349	\$3,803,084	\$345,735	10.00%	\$3,718,925	\$261,576	(\$84,159)	7.57%	(2.21%)
WEA Plan 3	Total	Total	\$ Increase	% Change	Total	\$ Increase Over Current	\$ Increase Over Renewal	% Change Over Current	% Change Over Renewal
	\$300 Ded; \$30 OVC; \$2,750 OOP; 80%; \$15/\$25/\$40 Rx	\$300 Ded; \$30 OVC; \$2,750 OOP; 80%; \$15/\$25/\$40 Rx			Option 2 \$300 Ded; \$30 OVC; \$2,750 OOP; 80%; \$15/\$25/\$40 Rx				
Employee Only 162	\$694.75	\$764.23	\$69.48	10.00%	\$752.06	\$57.31	(\$12.17)	8.25%	(1.59%)
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WEA Plan 5	Total	Total	\$ Increase	% Change	Total	\$ Increase Over Current	\$ Increase Over Renewal	% Change Over Current	% Change Over Renewal
	\$200 Ded; \$15 OVC; \$500 OOP; 90%; \$10/\$15/\$30 Rx	\$200 Ded; \$15 OVC; \$500 OOP; 90%; \$10/\$15/\$30 Rx			Option 3 \$200 Ded; \$15 OVC; \$500 OOP; 90%; \$10/\$15/\$30 Rx				
Employee Only 61	\$908.15	\$998.97	\$90.82	10.00%	\$958.40	\$50.25	(\$40.57)	5.53%	(4.06%)
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Annualized Total 125	\$1,920,022	\$2,112,024	\$192,002	10.00%	\$1,972,389	\$52,367	(\$139,636)	2.73%	(6.61%)

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# Medical proposals

## UHC

Effective January 1, 2015						Effective January 1, 2015							
		2014 (CURRENT)		2015 (RENEWAL)			2015 (ALTERNATIVE)						
		WEA		WEA			UNITED HEALTHCARE (UHC)						
WEA EasyChoice*		Total		Total		\$ Increase	% Change	Total		\$ Increase Over Current	\$ Increase Over Renewal	% Change Over Current	% Change Over Renewal
		\$1,000 Ded; \$15 OVC; \$5,000 OOP; 80%; \$500-\$0/30%/30% Rx \$750 Ded; \$30 OVC; \$4,000 OOP; 75%; \$250-\$0/\$30/\$45 Rx \$250 Ded; \$35 OVC; \$7,500 OOP; 65%; \$500-\$0/\$30/\$45 Rx		\$1,000 Ded; \$15 OVC; \$5,000 OOP; 80%; \$500-\$0/30%/30% Rx \$750 Ded; \$30 OVC; \$4,000 OOP; 75%; \$250-\$0/\$30/\$45 Rx \$250 Ded; \$35 OVC; \$7,500 OOP; 65%; \$500-\$0/\$30/\$45 Rx			Option 4, 5, 6 \$1,000 Ded; \$15 OVC; \$5,000 OOP; 80%; \$500-\$0/30%/30% Rx \$750 Ded; \$30 OVC; \$4,000 OOP; 75%; \$250-\$0/\$30/\$45 Rx \$0 Ded; \$35 OVC; \$6,350 OOP; 65%; \$500-\$0/\$30/\$45 Rx						
Employee Only	102	\$495.90		\$545.49		\$49.59	10.00%	\$724.56	\$228.66	\$179.07		46.11%	32.83%
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Employee / Family	70	\$1,078.95		\$1,186.85		\$107.90	10.00%	\$1,586.79	\$507.84	\$399.95		47.07%	33.70%
Annualized Total	246	\$2,199,358		\$2,419,293		\$219,936	10.00%	\$3,231,046	\$1,031,688	\$811,752		46.91%	33.55%
WEA QHDHP		Total		Total		\$ Increase	% Change	Total		\$ Increase Over Current	\$ Increase Over Renewal	% Change Over Current	% Change Over Renewal
		\$1,500 Ded; \$4,000 OOP; 80%; 20% Rx		\$1,500 Ded; \$4,000 OOP; 80%; 20% Rx			\$1,500 Ded; \$4,000 OOP; 80%; 20% Rx Option 7						
Employee Only	9	\$389.85		\$428.84		\$38.99	10.00%	\$566.40	\$176.55	\$137.57		45.29%	32.08%
Employee / Spouse	2	\$707.10		\$777.81		\$70.71	10.00%	\$1,036.51	\$329.41	\$258.70		46.59%	33.26%
Employee / Children	2	\$516.75		\$568.43		\$51.68	10.00%	\$758.98	\$242.23	\$190.56		46.88%	33.52%
Employee / Family	5	\$835.45		\$919.00		\$83.55	10.00%	\$1,240.42	\$404.97	\$321.43		48.47%	34.98%
Annualized Total	18	\$121,603		\$133,764		\$12,160	10.00%	\$178,688	\$57,085	\$44,925		46.94%	33.59%
GHC		Total		Total		\$ Increase	% Change	Total		\$ Increase Over Current	\$ Increase Over Renewal	% Change Over Current	% Change Over Renewal
		No Ded; \$15 OV; \$2,000 OOP; No Coins; \$10/20/NC Rx		No Ded; \$15 OV; \$2,000 OOP; No Coins; \$10/20/NC Rx			GHC HMO No Ded; \$15 OV; \$2,000 OOP; No Coins; \$10/20/NC Rx						
Employee Only	199	\$682.29		\$750.52		\$68.23	10.00%	\$750.52	\$68.23	\$0.00		10.00%	0.00%
Employee / Spouse	77	\$1,289.53		\$1,418.48		\$128.95	10.00%	\$1,418.48	\$128.95	\$0.00		10.00%	0.00%
Employee / Children	88	\$941.56		\$1,035.72		\$94.16	10.00%	\$1,035.72	\$94.16	\$0.00		10.00%	0.00%
Employee / Family	140	\$1,541.98		\$1,696.18		\$154.20	10.00%	\$1,696.18	\$154.20	\$0.00		10.00%	0.00%
Annualized Total	504	\$6,405,648		\$7,046,213		\$640,565	10.00%	\$7,046,213	\$640,565	\$0		10.00%	0.00%
Combined Total		Total		Total		\$ Increase	% Change	Total		\$ Increase Over Current	\$ Increase Over Renewal	% Change Over Current	% Change Over Renewal
Annualized Total	1,611	\$19,926,404		\$21,919,045		\$1,992,640	10.00%	\$22,449,491	\$2,523,087	\$530,446		12.66%	2.42%
Annualized Savings							(\$530,446)						

# Next Steps

The background of the slide is composed of three distinct horizontal bands of color. The top band is a dark navy blue, the middle band is a medium teal, and the bottom band is a bright cyan. The boundary between the top and middle bands is a diagonal line that slopes upwards from left to right.

## Next steps

- Medical proposals:
  - Pursue either of these medical proposals?
  - Any additional information needed?

