



Health Insurance Renewal – FY22

2021/22 Insurance Renewal



Background

Group Health Benefits

- ✓ Health
- ✓ Dental
- ✓ Vision
- ✓ Flexible Spending Account
- ✓ COBRA Administration
- ✓ Medical Gap Insurance
- ✓ Employee Assistance Program

Current Carrier

- ❖ Aetna since October 1, 2018

2021/22 Insurance Renewal

Background Con't

- 10.61% increase was the initial renewal proposal received from Aetna in January 2021
 - Gallagher's side by side underwriting and data review showed renewal should be lower than 10.61%
 - Gallagher continued to update our projections monthly based on additional claims data, further reducing the renewal action to 5%
 - Gallagher continues to update our projections monthly and monitor the claims
- Gallagher Benefit Services, Inc.
 - Actuarial cost projection
 - Gallagher performed its own projections
 - Review comparative data
 - Pharmacy benefit evaluation
 - Review plan design



2021/22 Insurance Renewal

Background Con't

Health Insurance Percentage Change in Premium Costs	
Renewal Year	Percentage Change
FY 2022	5.00%
FY 2021	5.00%
FY 2020	0.00%
FY 2019	10.00%
FY 2018	-9.20%*
FY 2017	15.00%
FY 2016	15.00%
FY 2015	14.90%
FY 2014	16.40%

*The City modified the plan and benefits to achieve a reduction

2021/22 Insurance Renewal



I. Group Health Insurance

5% increase in existing Medical with Pharmacy premiums.

- No change in Prescription Drugs plan design/copay/coinsurance
- Wellness Fund
- Online Enrollment Platform

II. Group Dental Insurance

No change in existing premium rates for the DMO Plan option and 5.4% increase in the buy-up Dental PPO option which allows employees access to out of network providers.

III. Group Vision Insurance

No change in existing premium rates.

IV. Group Flexible Spending Account

No change in existing premium rates.



V. Group COBRA

5% increase in COBRA rates, which are paid directly by employees that separated employment and elected the COBRA insurance option.

VI. Medical Gap Insurance

No change in existing premium rates.

VII. Group Employee Assistance Program

No change in existing premium rates.

2021/22 Insurance Renewal

Health Insurance Premiums and Deductible Amounts

Proposed Health Insurance EMPLOYEE Contribution Rates (per month)						
	EMPLOYEE CONTRIBUTION RATES					CITY CONTRIBUTION
	FY 17/18	FY 18/19	FY 19/20	FY 20/21	FY 21/22	FY 21/22
Employee	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$736.43
Employee + One	\$179.12	\$179.12	\$180.35	\$189.37	\$198.84	\$1,200.38
Family	\$339.77	\$339.77	\$370.72	\$389.26	\$408.72	\$1,690.10

Health Insurance EMPLOYEE Deductible Amounts (per year)					
	FY 17/18	FY 18/19	FY 19/20	FY 20/21	FY 21/22
Employee	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000
Employee + One	\$2,000	\$2,000	\$2,000	\$2,000	\$2,000
Family	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000



Hallandale Beach

Thank you!