

Wood County Employee Health Benefits Plan

2012 Program Year

Overview of Presentation

- Things You Know
 - Continue Same Schedule of Benefits and Plan Design
 - Grandfathered Status for Federal Health Care Reform
 - Increase in Rates – medical inflation
 - Shift in Employer/Employee Funding
 - Considered in previous years
- Status Report - General Fund
- Status Report - Health Benefits Plan
- Ways to Save Money
- Annual Timeline

By Now...

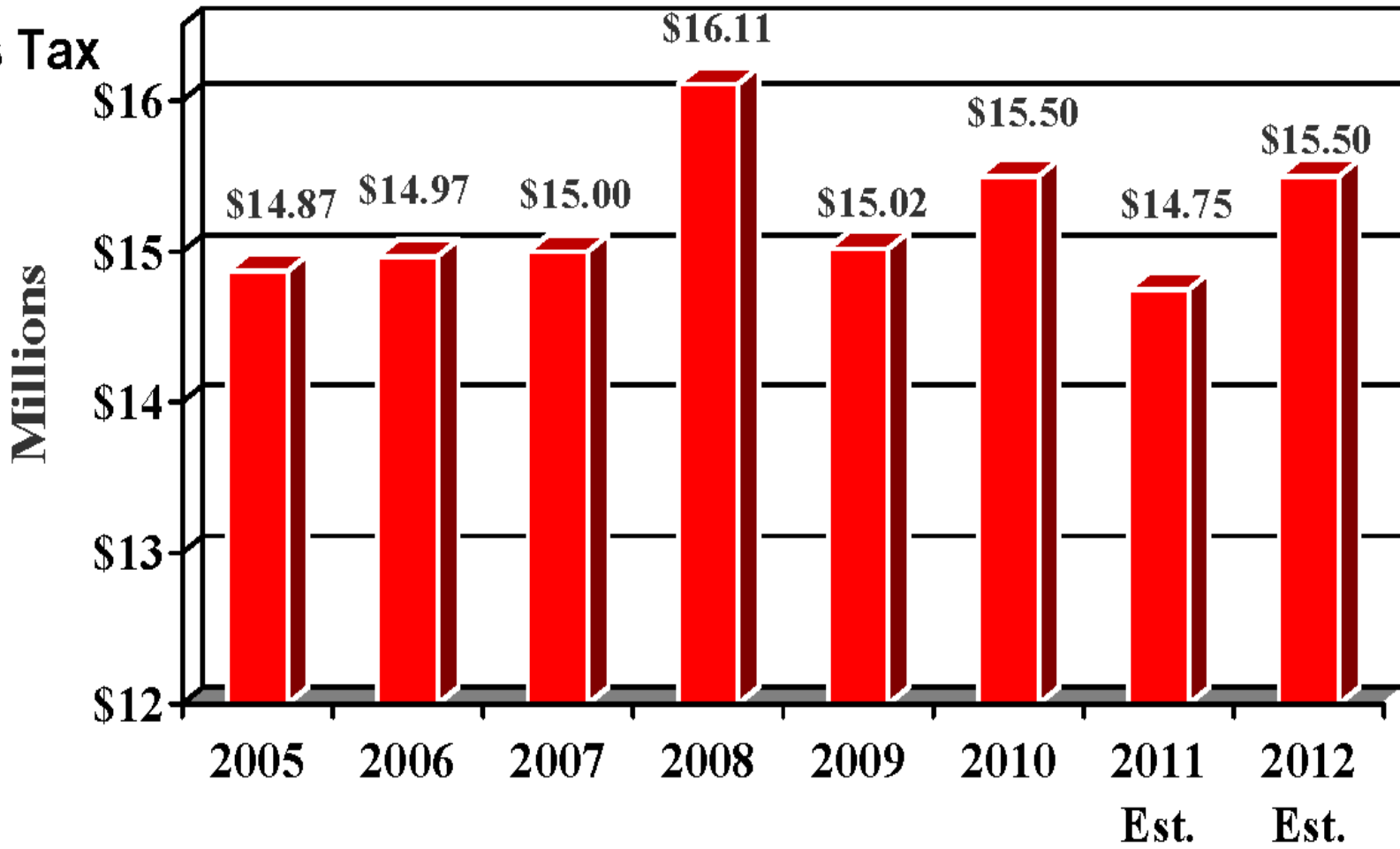
- We have all received the Summary Plan Description for 2012
- We all know that the cost of our Plan has increased and that our payroll deduction amounts will increase in 2012.

- The cost of the Health Plan increased in 2010 and 2011, as well.
- The Commissioners used money from the Trust Fund to reduce your payroll deduction amount – in those years.
- The Trust Fund will again be used in 2012 to reduce your payroll deduction amount.

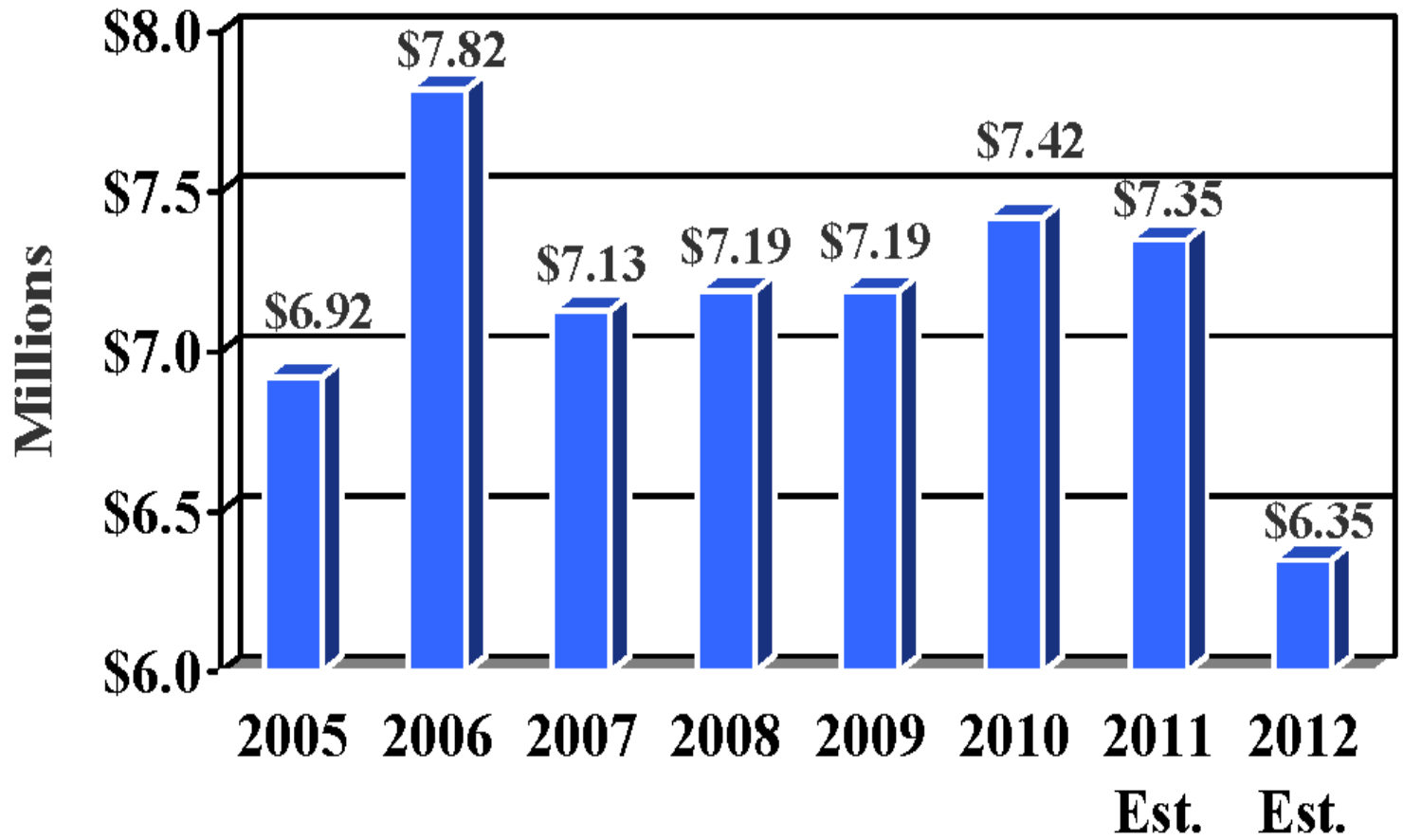
- The difference in 2012 is that our ability to shield employees from cost increases is being eroded.
 - by the overall economy
 - by actions of the State Legislature
 - by Federal Health Care Reform

- While medical inflation and State and Federal programs mandate that we pay more, our sources of revenue are in decline.
- Let's take a look...

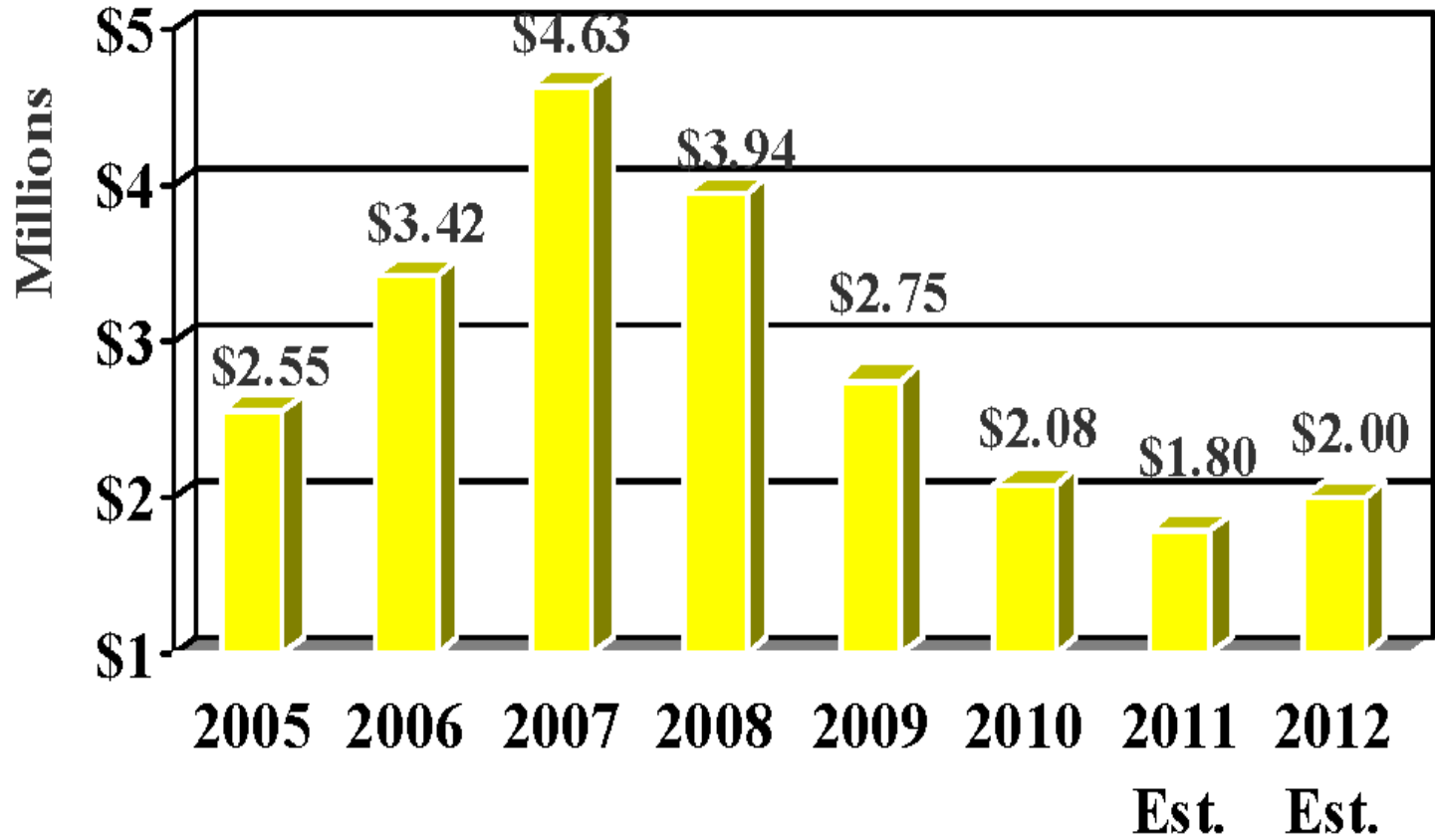
Sales Tax



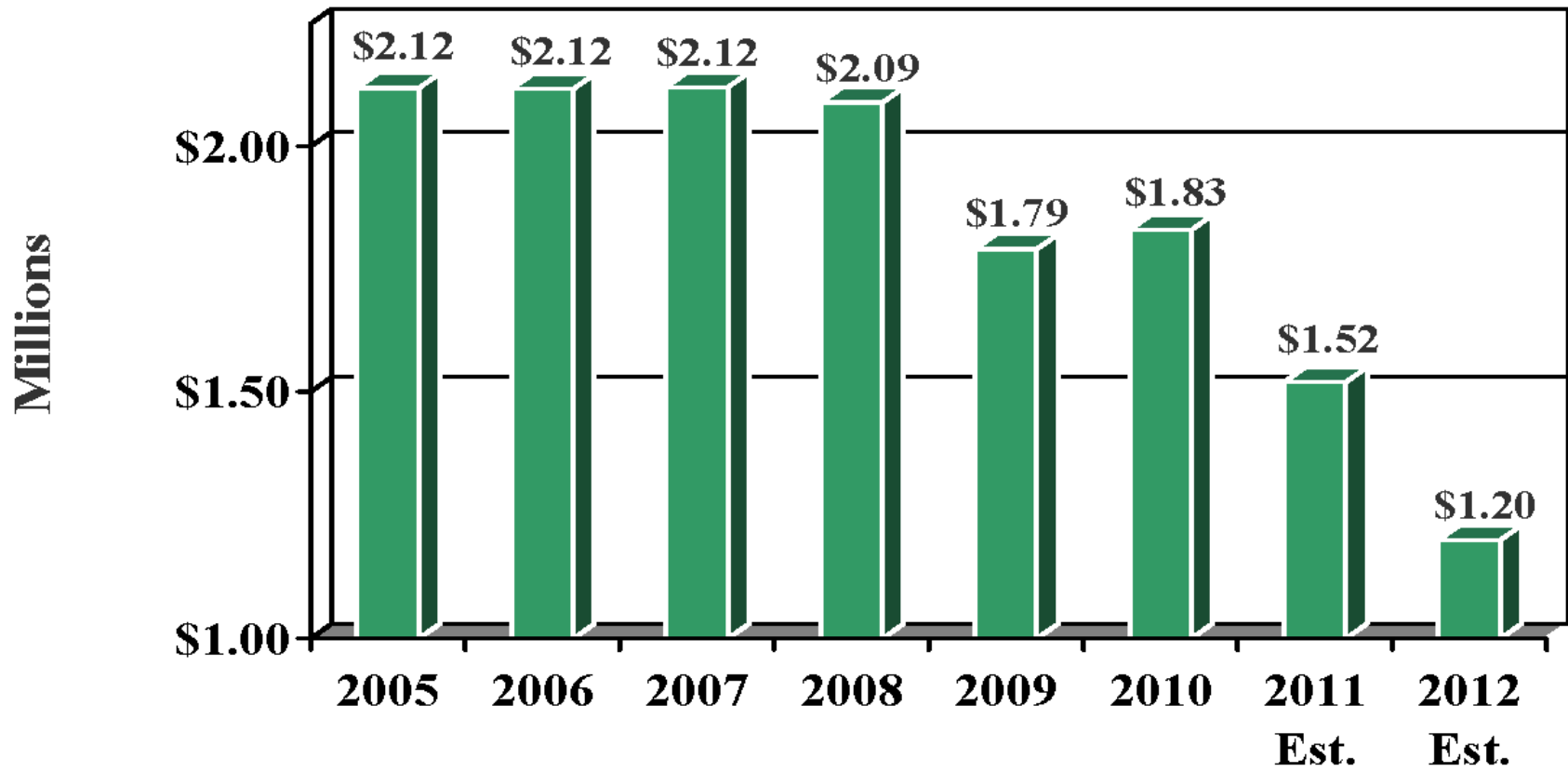
Property Tax



Investment Income



Local Government Funds



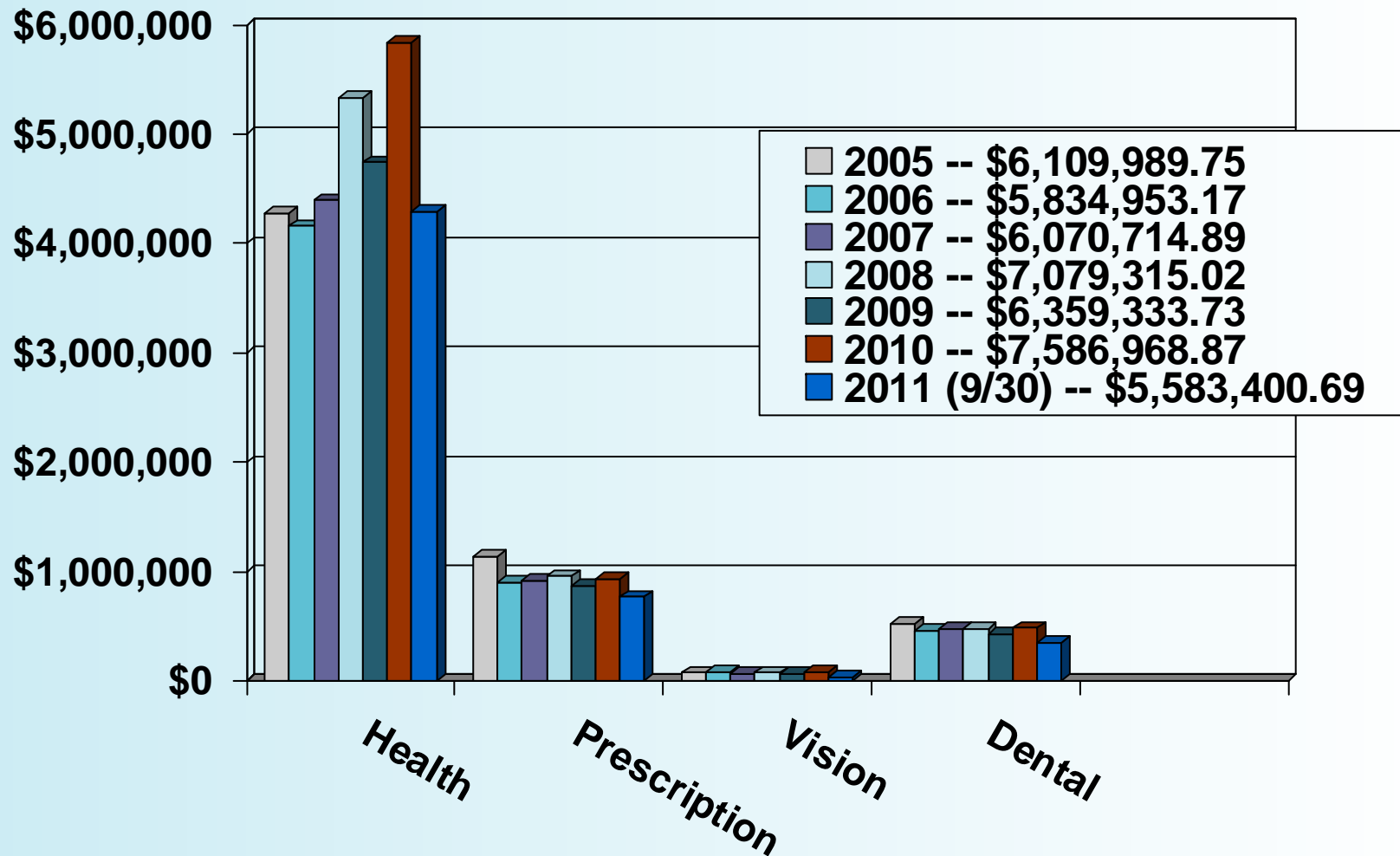
What Have We Done to Combat This?

- Cut Spending for All Offices of County Government
 - Elected Officials Have Helped
 - Proactive Approach to Avoid Really Difficult Options
- Three Departments & One Elected Official Have Been Subject to Reorganization
 - Position Reductions & Layoffs
- No Other Similar Actions
 - Furloughs or Layoffs
- Commissioners Have Eliminated One Position within Their Office

- Wood County has been conservative in it's budgeting all along
- Maintained a responsible cash balance
- Other counties have not done this or have not been able to do this

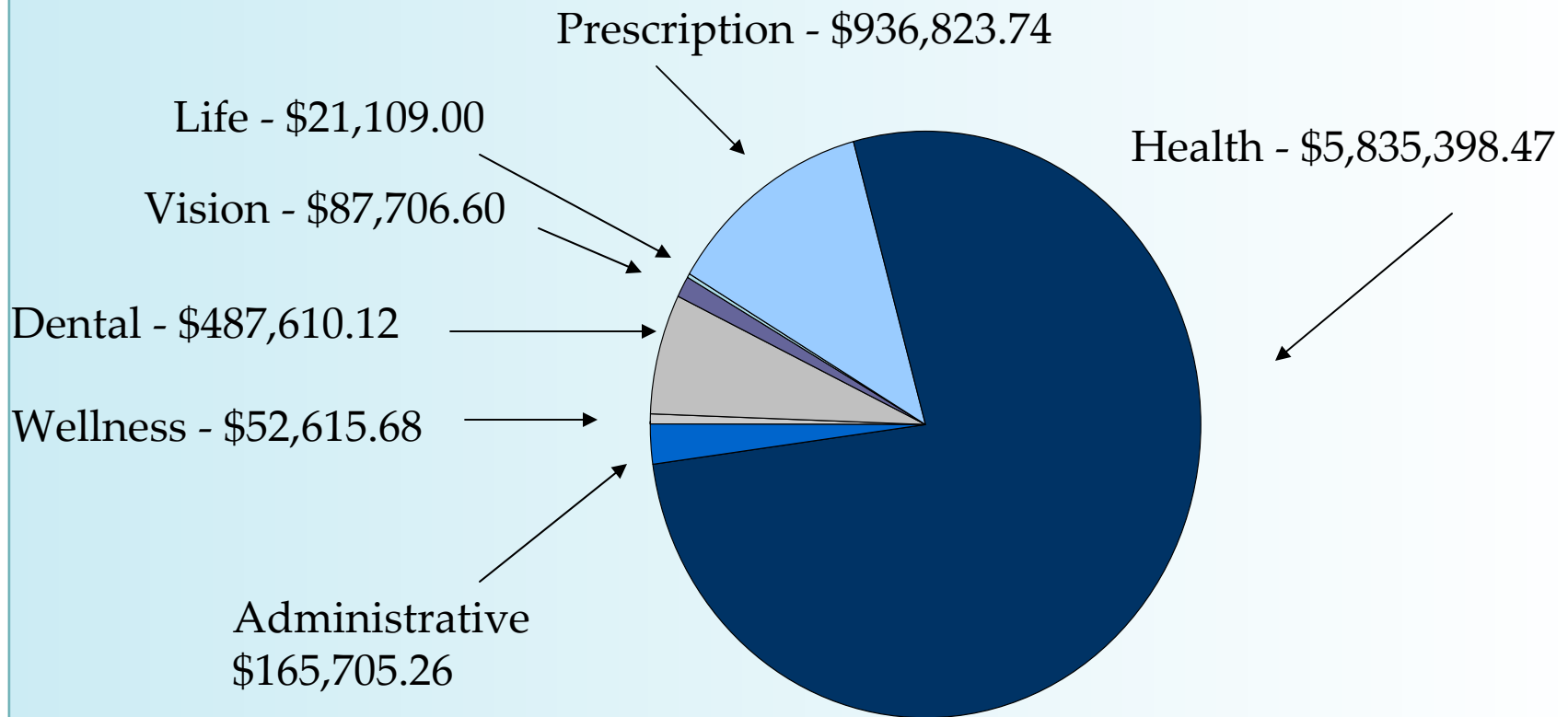
Health Insurance Status Report

Comparison of Expenses Paid 2005 to September 30, 2011



Health Insurance Status Report

2010 Plan Expenses



Total Expenses Paid as of Dec. 31, 2010 -- \$ 7,586,968.87

Health Insurance Status Report

2012 Pushes on the Plan

- Medical Inflation on Actual Claim Utilization
 - Health 8.46% \$5,685,293
 - Prescription 9.2% \$1,032,513
- 2012 Overall Claims Projection: \$8,083,025
- Aging Workforce + Working Longer
 - Avg. Demographics: Female age 44
- Change in Funding % of Total Premium
 - Prior to 2012: 90% Employer 10% Employee
 - 2012: 85% Employer 15% Employee

Total Rate reduced by 12% from Trust – remaining balance funded at 85% employer & 15% employee

2012 Employee Monthly Payroll Deduction Rates

Coverage	Single (2011 Rate)	Family (2011 Rate)
Health	\$ 50.08 (\$29.34)	\$ 120.20 (\$73.70)
Prescription	\$ 9.44 (\$ 6.20)	\$ 22.68 (\$16.00)
Vision	\$ 1.40 (\$.72)	\$ 3.34 (\$ 1.70)
Dental	\$ <u>5.04</u> (\$ <u>2.66</u>)	\$ <u>12.10</u> (\$ <u>8.06</u>)
Monthly Total	\$ 65.96 (\$38.92)	\$ 158.32 (\$99.46)
Annual Increase:	\$324.60	\$706.44

Rates include adjustment in single to family ratio

Maintaining Current Plan Design

- Low Deductibles
 - Currently \$150 single & \$300 family
- Low Co-insurance
 - Currently 80% - 20%
 - \$250 single & \$500 family
- Low Copayment
 - Currently \$10 professional & \$35 ER
- Choice of Comprehensive Networks
- Rich Schedule of Benefits

Employee Health Benefits Plan Funding

Employer

85%



Employee

15%



Payment of Claims

Be an engaged consumer when pulling money out of the pocket.

Engaged Consumers = Savings

Use the Network

Use the Prescription Formulary

Compare Drug Costs

Use Free Offers at Retailers

Use Mail Order on Repeat Maintenance Drugs

Treat When Necessary & Early Treatment

Invest in Yourself – Use Wellness Programs

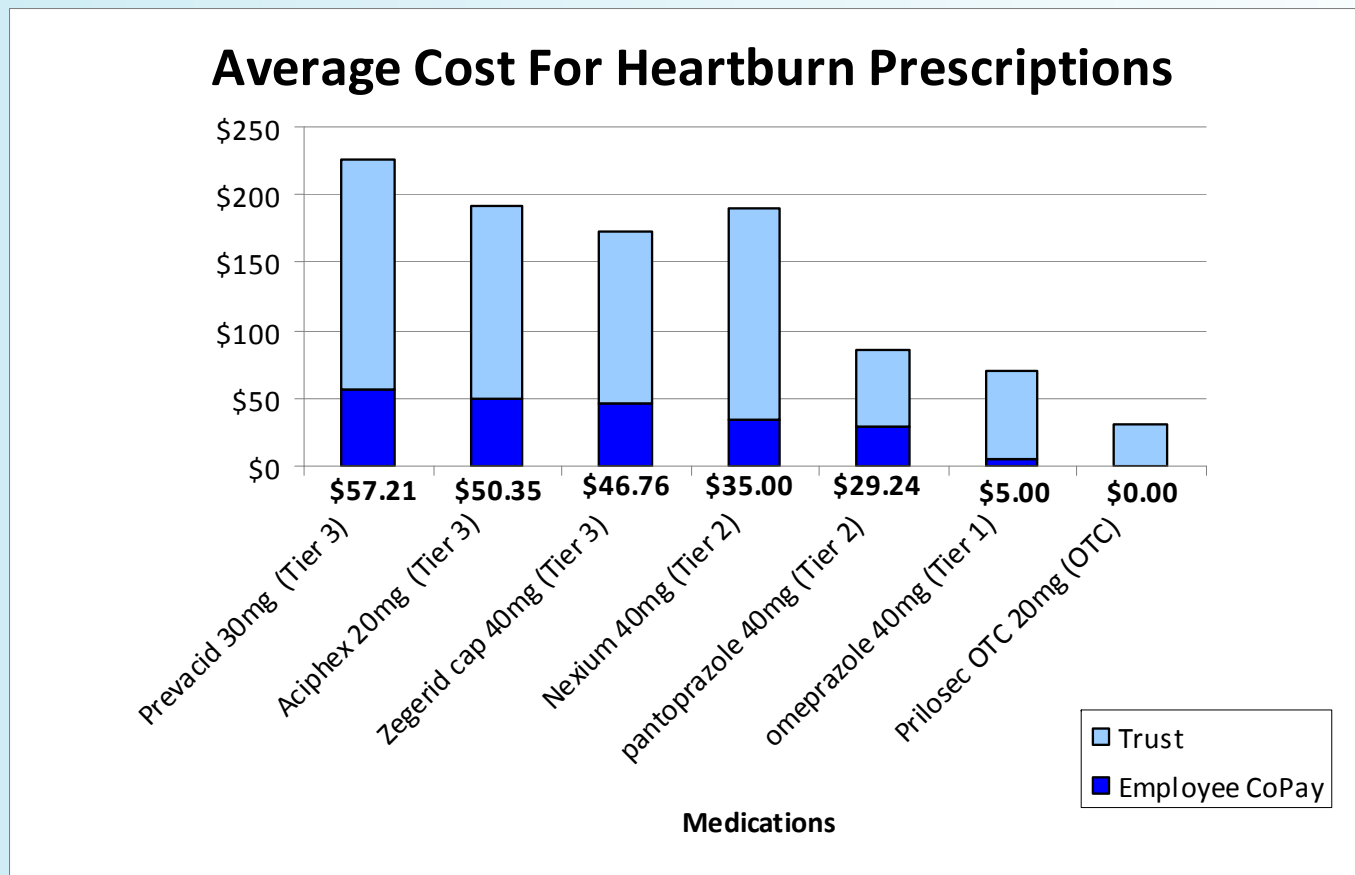
Manage Diet & Exercise

Lower Costs to You & Plan

\$\$\$ Use the Network

	In-Network	Out-of-Network
Deductible	\$150	\$300
Co-Insurance	80% Plan 20% Participant \$250	60% Plan 40% Participant \$500
Single Max Out of Pocket	\$400 \$150 Deductible + \$250 Co-Insurance	\$800 \$300 Deductible + \$500 Co-Insurance
Family Max Out of Pocket (3 person max)	\$1,200 \$450 Deductible + \$750 Co-Insurance	\$2,400 \$900 Deductible + \$1,200 Co-Insurance
Co-Payment	\$10 Professional \$35 Emergency Room	\$10 Professional \$35 Emergency Room

\$\$\$ Prescription Formulary



** Allegra OTC - Added to Formulary in 2011 as free OTC **

\$\$\$ RxEOB

Drug Research

To look up cost and consumer information about a prescription drug, please enter the drug's name in the box below. If you don't know the exact spelling of the drug you want to look up, just enter the first few letters and you will see a list of drug names from which to choose.

Option 1: Search by Drug Name

Please enter at least three letters

Drug Name

Option 2: Search by Commonly Prescribed Drugs

Please select the letter that corresponds to the first letter of the desired drug name.

A B C D E F G H I J K L M N O P Q R S T U V W X Y Z

\$\$\$ RxEOB

Drug Lookup Results

New Sea

Drug Name NEXIUM DR 10 MG PACKET
Drug Class Gastric Acid Secretion Reducing Agents - Proton Pump Inhibitors (PPIs)
Selected Quantity ?? 30 Change Quantity Here ??->: [Continue](#)
Maximum Days Supply 34 (Retail), 90

Attention: Prices are calculated based on QUANTITY. You may need to change the quantity in order to display the proper price. Price fields do not reflect deductibles or benefit limitations. Please see your benefits administrator for more detail.

Please print this page and share the information with your Doctor. Please be aware that some of these therapeutic alternatives **MAY NOT** be appropriate for you. Also, dosages for the alternatives listed below may not be equivalent; varying from one drug to another. [View Printer Friendly](#)

Please Make selection

[Retail Pricing](#)

[Mail Pricing](#)

Drug Name	Contracted Amount	Plan Paid	Copay	Drug Tier
PRILOSEC DR 10 MG SUSPENSION	SC	SC	SC	Tier 1
PRILOSEC DR 2.5 MG SUSPENSION	SC	SC	SC	Tier 1
*NEXIUM DR 10 MG PACKET *	\$178.78	\$143.78	\$35.00	Tier 2
NEXIUM DR 20 MG PACKET	\$178.78	\$143.78	\$35.00	Tier 2
NEXIUM DR 40 MG PACKET	\$178.78	\$143.78	\$35.00	Tier 2
PROTONIX 40 MG SUSPENSION	\$156.81	\$113.45	\$43.36	Tier 3

This information is designed to facilitate communication between you and your doctor. While the drugs in this list can be alternatives for one another, your specific dosage requirements must be determined by your doctor. RxEOB.COM is not recommending that you change your drug therapy.

Please Note: When the cost of a prescription drug is less than the projected copay, most benefit plans require you to pay only the cost of the drug. The terms of your prescription benefit are subject to change. Contact your plan sponsor for more information.

The information appearing above is intended to be a general guide to the costs and choices available under your prescription drug plan. The actual coverage may vary. Please refer to your specific plan benefit information for more detail.

\$\$\$ Mail Order Prescriptions

- MedVantx
- Before using Mail Order, request 30 day initial fill at Pharmacy to make sure medication works for you
- Database of Low Cost or Free Medications Available at Pharmacies

Invest in Yourself

- Healthy Lifestyle
 - Diet
 - Exercise
- Time and Age Working Against You
- Treat the Problem Before It is Out of the Gate



Invest in Yourself

- New Challenges for 2012
 - Shake the Salt
 - Stretch & Flex
- Expansion of Services under Doctor Verification Form
 - Preventative & Wellness Services
 - Screenings, physicals, etc.
 - Chronic Disease Management
 - Diabetics, Asthma, Hypertension, COPD, etc.

2012 Annual Premiums for W-2 Reporting

Federal Health Care Reform requires Wood County report the total value of health care (health and prescription) on W-2 for 2012 calendar year (received in 2013)

Annual Amount

Single = \$ 5,412.24

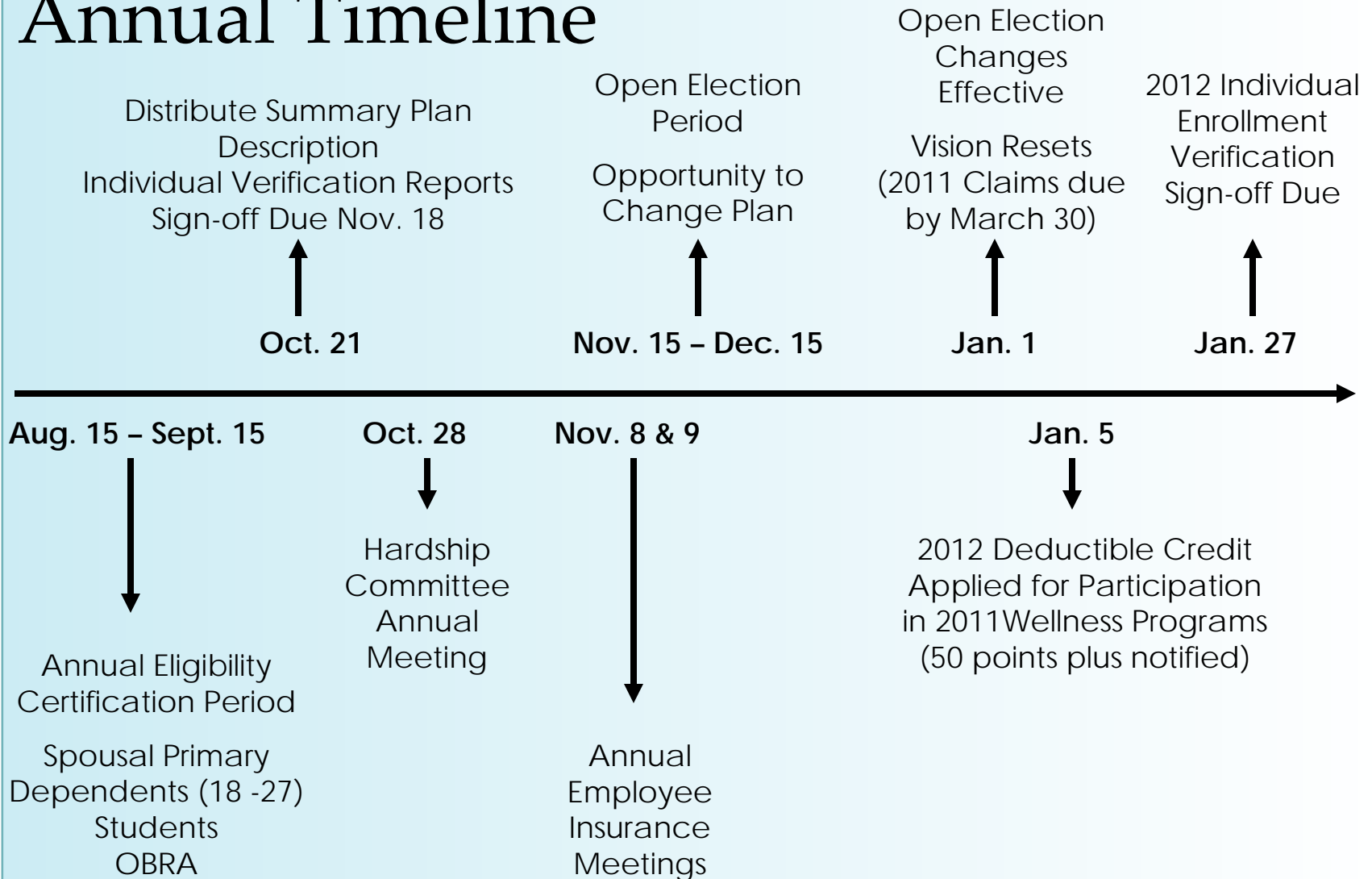
Family = \$12,989.04

Other 2012 Health Care Reform Changes

Uniform Summary of Benefits coming to allow better comparison of benefits available from different employers. (Federal)

Current enrollees must make election to continue benefits within 30 days of dependent attaining age 26. (State)

Annual Timeline



Thank You!

- Employee Health Benefits Committee
- Wellness Subcommittee
- Hardship Subcommittee
- Insurance Group Representatives
- Vendors and Representatives
 - Meritain
 - Pharmacy Data Management
 - Delta Dental
- Consultant
 - James King
- Engaged Consumers

Your Health and Well Being Matter

- Questions?