

2021-2022 Benefit Renewal

- Renewal started at 12%, negotiated to a 7% (\$106,898 increase over 2020)
 - Traditional Plan 85%/15% split
 - ER- \$1617/PEPM
 - EE- \$285.37/PM (\$35/PM increase over 2020)
 - HDHP funded at same ER cost \$1617/PEPM
 - ER- maintain HSA contribution level (funded by the EE premiums and difference in plan costs)
 - EE- \$120/PM (\$20/PM increase over 2020)
- Renewal increase-cost share changes= 4.52% effective change (\$70,584) over 2020

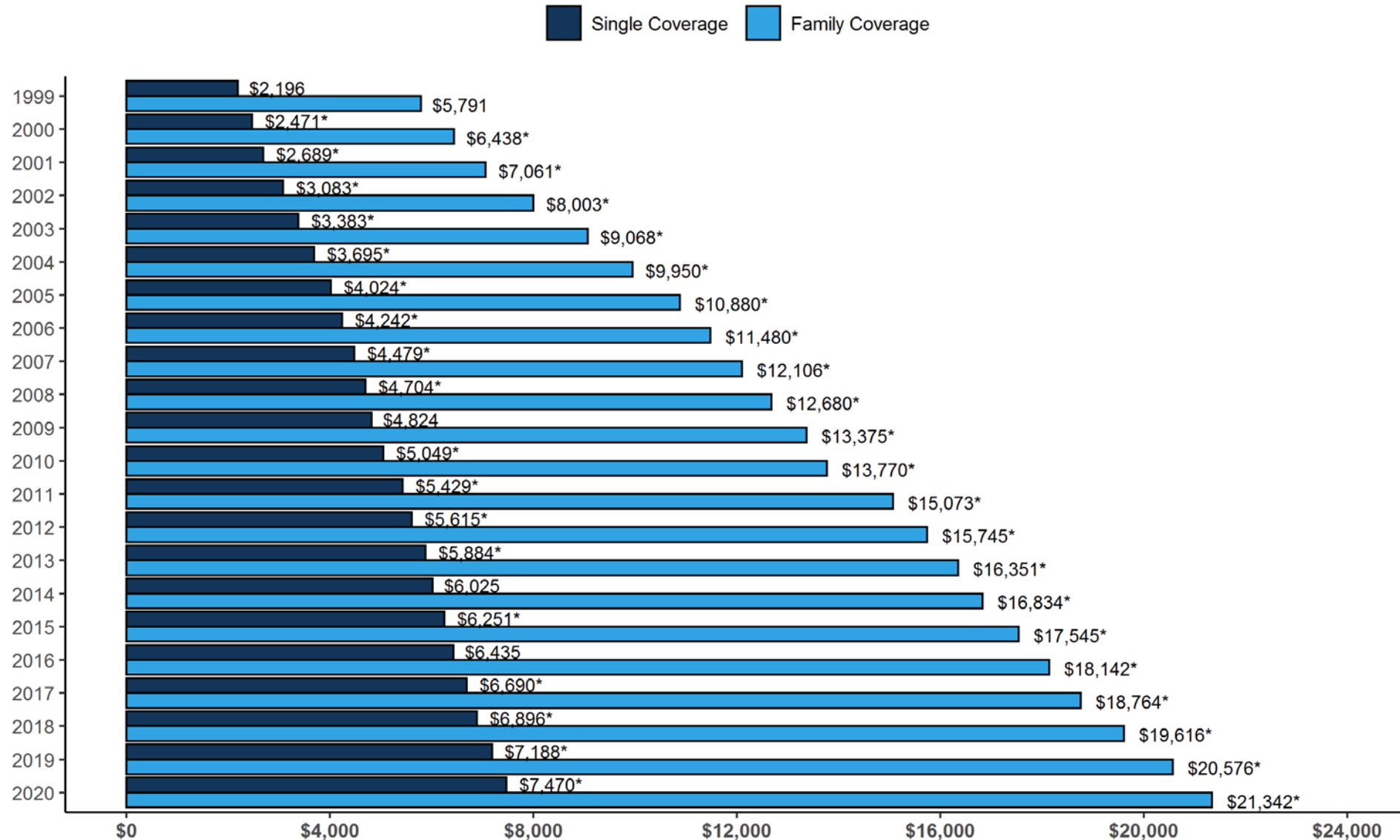


Benefit Renewal History

- 2017 PEHP renewal 28%; Moved to SelectHealth- 11.45% avg increase
- 2018 SelectHealth renewal after plan modifications- 12.2%
- 2019 SelectHealth renewal 18%; Moved to UHC. Renewal after cost share changes- 13%
- 2020 UHC renewal 16.3%; after negotiating- 7%
- 2021 UHC renewal 12%; after negotiating and cost share changes- 4.5%
- Over 5 years:
 - Cost of Trad plan increased \$5,265/PEPY
 - Cost of HDHP increased \$4,022/PEPY

Figure 3

Average Annual Premiums for Single and Family Coverage, 1999-2020

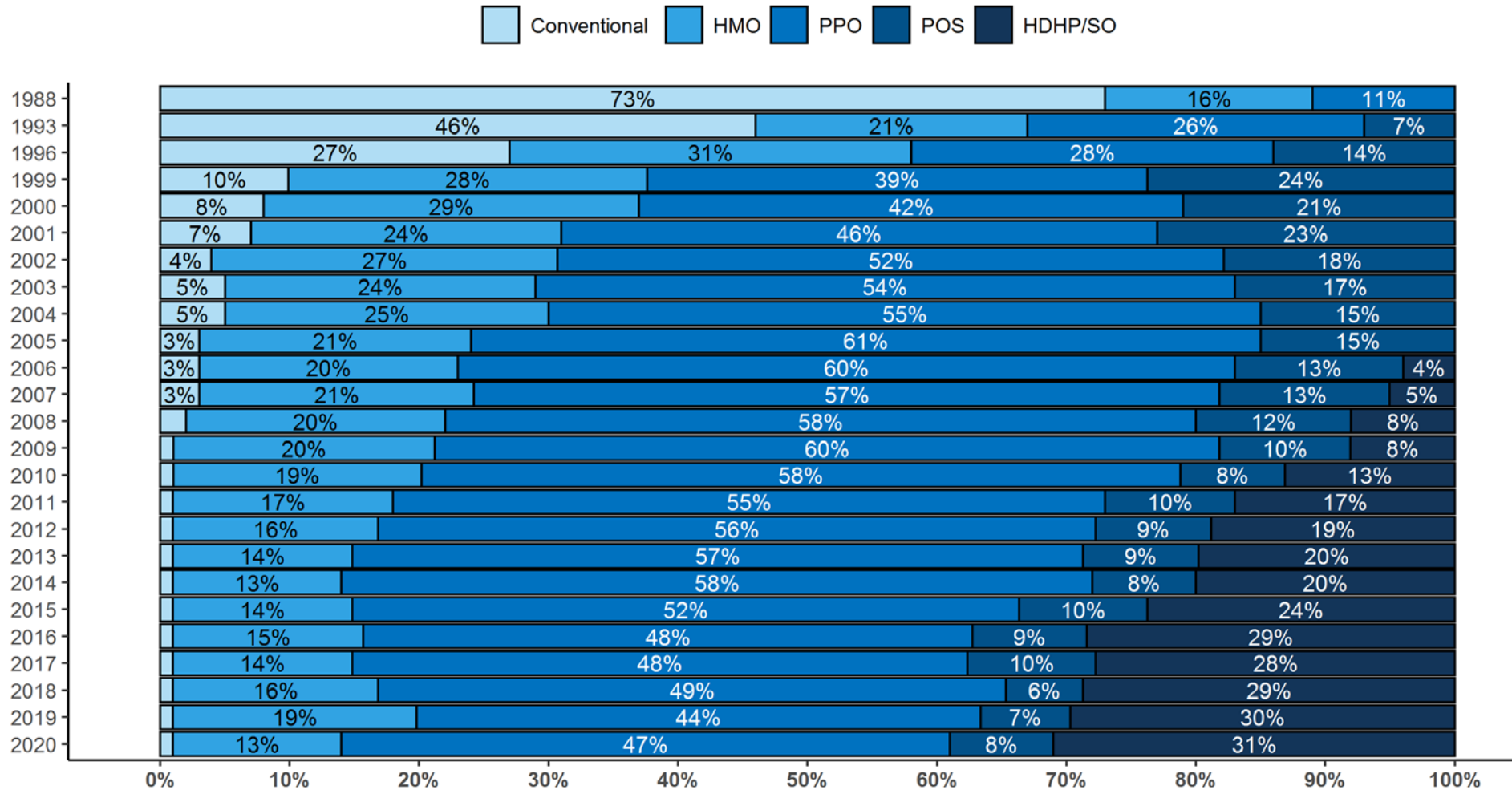


* Estimate is statistically different from estimate for the previous year shown ($p < .05$).

SOURCE: KFF Employer Health Benefits Survey, 2018-2020; Kaiser/HRET Survey of Employer-Sponsored Health Benefits, 1999-2017

Figure 4

Distribution of Health Plan Enrollment for Covered Workers, by Plan Type, 1988-2020

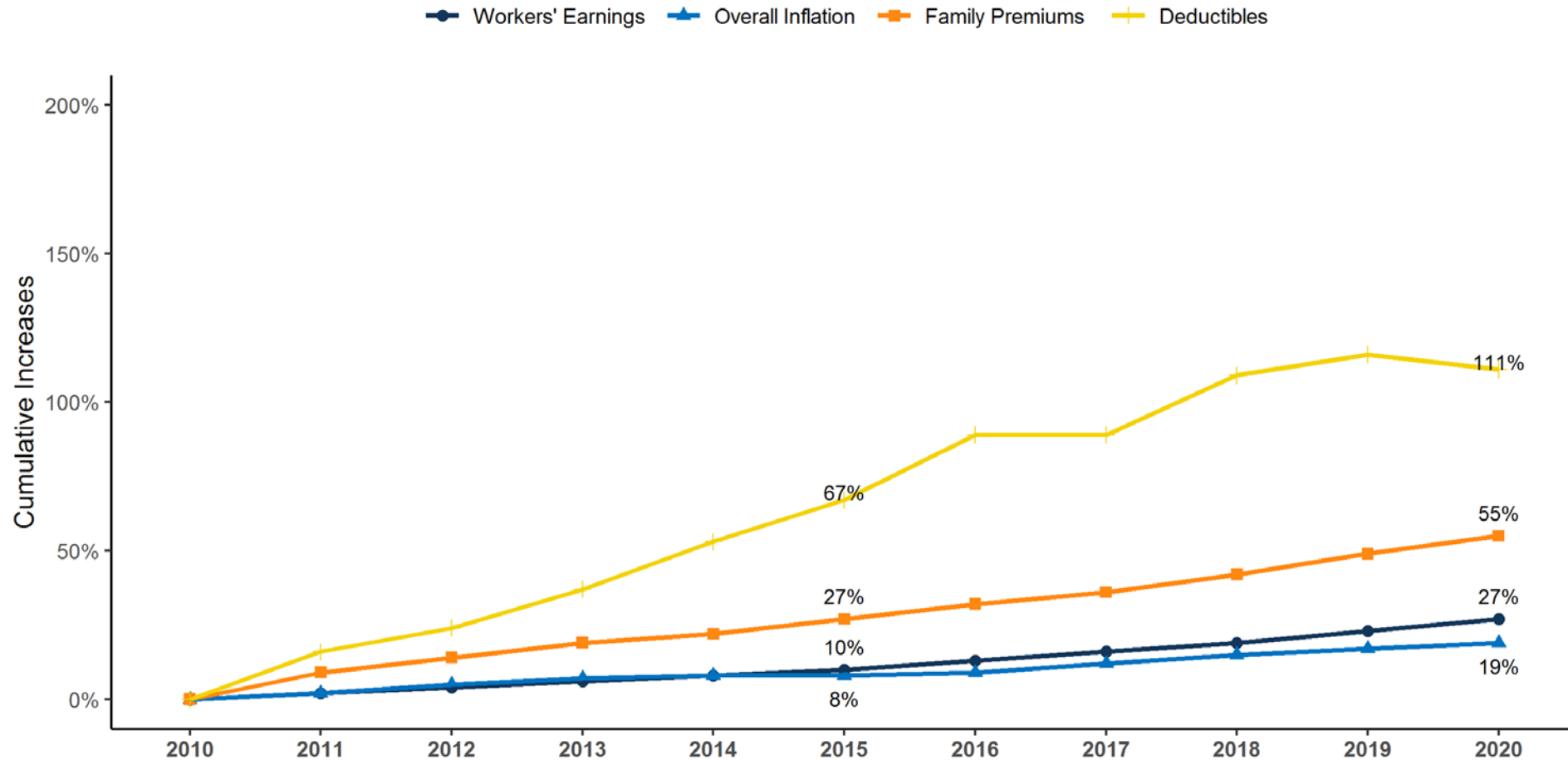


NOTE: Information was not obtained for POS plans in 1988 or for HDHP/SO plans until 2006. A portion of the change in 2005 is likely attributable to incorporating more recent Census Bureau estimates of the number of state and local government workers and removing federal workers from the weights. See the Survey Design and Methods section from the 2005 Kaiser/HRET Survey of Employer-Sponsored Health Benefits.

SOURCE: KFF Employer Health Benefits Survey, 2018-2020; Kaiser/HRET Survey of Employer-Sponsored Health Benefits, 1999-2017; KPMG Survey of Employer-Sponsored Health Benefits, 1993 and 1996; The Health Insurance Association of America (HIAA), 1988.

Figure 5

Cumulative Increases in Family Coverage Premiums, General Annual Deductibles, Inflation, and Workers' Earnings, 2010-2020



NOTE: Average general annual deductibles are for single coverage and are among all covered workers. Workers in plans without a general annual deductible for in-network services are assigned a value of zero.

SOURCE: KFF Employer Health Benefits Survey, 2018-2020; Kaiser/HRET Survey of Employer-Sponsored Health Benefits, 2010-2017. Bureau of Labor Statistics, Consumer Price Index, U.S. City Average of Annual Inflation, 2010-2020; Bureau of Labor Statistics, Seasonally Adjusted Data from the Current Employment Statistics Survey, 2010-2020.

2021-2022 Compensation

Recommendations from 3rd party consultant:

- *Last year we adjusted grades A-L to “meet the market” for recruitment purposes*
- *This year we are adjusting grades M-W to stay marketable*
 - *5 wage adjustments (grades N-P)*
- *Merit increases for those who qualify of 4%*
- *Average increases for those who responded to the survey (14 entities):*
 - *COLA 2% and*
 - *Merit 3%*