



Finance Committee Meeting

AGENDA

December 4, 2012

I. CALL TO ORDER

II. MATTERS BEFORE COMMITTEE

1. [Discussion - Health Insurance Renewal](#)

III. ADJOURN



Finance Committee Meeting

AGENDA

December 4, 2012

Item:

Discussion - Health Insurance Renewal

Department:

Additional Information:

Financial Impact:

Budgeted Item:

Recommendation / Request:

Viewing Attachments Requires Adobe Acrobat. [Click here](#) to download.

Attachments / click to download

 [Health Insurance Info](#)



City of Monroe

Program Cost Analysis

Program Cost Overview

2007	2008	2009	2010	2011
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Fixed Program Costs

Operation Costs	\$ 87,032	\$ 90,589	\$ 123,572	\$ 121,539	\$ 119,232
Reinsurance Premium	\$ 313,449	\$ 297,724	\$ 285,618	\$ 307,384	\$ 375,827

Variable Program Costs

Paid Claims	\$ 1,648,196	\$ 1,883,145	\$ 2,072,416	\$ 2,790,943	\$ 1,925,733
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City of Monroe Program Costs

Total Plan Costs	\$ 2,048,677	\$ 2,271,458	\$ 2,481,606	\$ 3,219,866	\$ 2,420,792
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Program Cost Details

Claims Per Plan Employee Per Month	650.95	736.75	830.29	1,097.07	775.25
Claims Per Plan Employee Per Year	7,811.36	8,841.06	9,963.54	13,164.83	9,303.06
Total Plan Costs Per Plan Employee Per Month	809.11	888.68	994.23	1,265.67	974.55
Total Plan Costs Per Plan Employee Per Year	9,709.37	10,664.12	11,930.80	15,188.05	11,694.65

Average Plan Member Enrollment

Employee Enrollment					
Single	129	125	119	120	116
Family	82	88	89	92	91
Total	211	213	208	212	207

2013/2014 Program Planning

Proposed Renewal Marketing Strategy: The renewal for the City of Monroe will focus on two fronts. One, thoroughly reviewing the stop loss insurance market, should the City desire to continue their self-funded health program. Two, the Omega Benefit Group/Covenant Benefit Advisors will submit the City of Monroe's historical plan information to all qualified insurance companies in the State of Georgia for considering available opportunities in the fully insured marketplace.

Plan Design Modifications: The current plan of benefits for the City can be modified from the existing structure to a program that will encourage more utilization of the City's primary care clinic (and maximize savings) and shift the risk of certain lifestyle choices to plan members through adjusting deductibles, office visit copayments and emphasizing In-Network services versus Non-Network services.

Bravo Wellness: As the Bravo Wellness program is fully implemented plan members will directly contribute to the cost of the benefit program based on passing certain healthcare metrics.

Notes:

- 1) Operation Costs include administrative fees, network access fees, stop loss management fees, medical management, organ transplant coverage.