



# **Department of Administration Office of Group Insurance**

**Teresa Luna, Director**

**Change in Employee Compensation Committee  
January 7, 2013**

# Office of Group Insurance

- ❑ Six employees
  - ❑ Annual operating budget of \$899,300
  - ❑ Administers over nine different plans including:
    - Active employees medical & dental
    - Retiree medical
    - Life Insurance, short-term and long-term disability
    - Flexible spending account
  - ❑ Over 45,000 plan participants
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# FY2013 – Enrollment by Plan Type

Active Employees	Traditional	PPO	High Deductible	Total
Employees	20.1%	79.7%	.2%	17,847
Dependents	16.3%	83.5%	.2%	26,206
Total	17.9%	82.0%	.2%	44,052

Retirees	Traditional	PPO	High Deductible	Total
Employees	35.9%	50.9%	13.2%	956
Dependents	8.1%	15.6%	4.1%	265
Total	44.0%	66.4%	17.3%	1,221

Active Employee Age	Female	Male	Average
Employee	47	47	47
Spouse	45	50	47
Children	13	13	13

# Notable Plan Improvements

## ❑ FY2014

- Removed \$20 in-network co-payment for Wellness Visits on PPO Plan
- Removed \$250 limit for Wellness Visits on Traditional & High Deductible Plan

## ❑ FY2013

- Premium Tier Changes for Part-Time Employees
- Expanded Open Enrollment
- Enhanced Vision Benefit
- Removed Flexible Spending Account Enrollment Waiting Period
- Expanded Voluntary Term Life Policy
- Remarketed Life & Disability Insurance

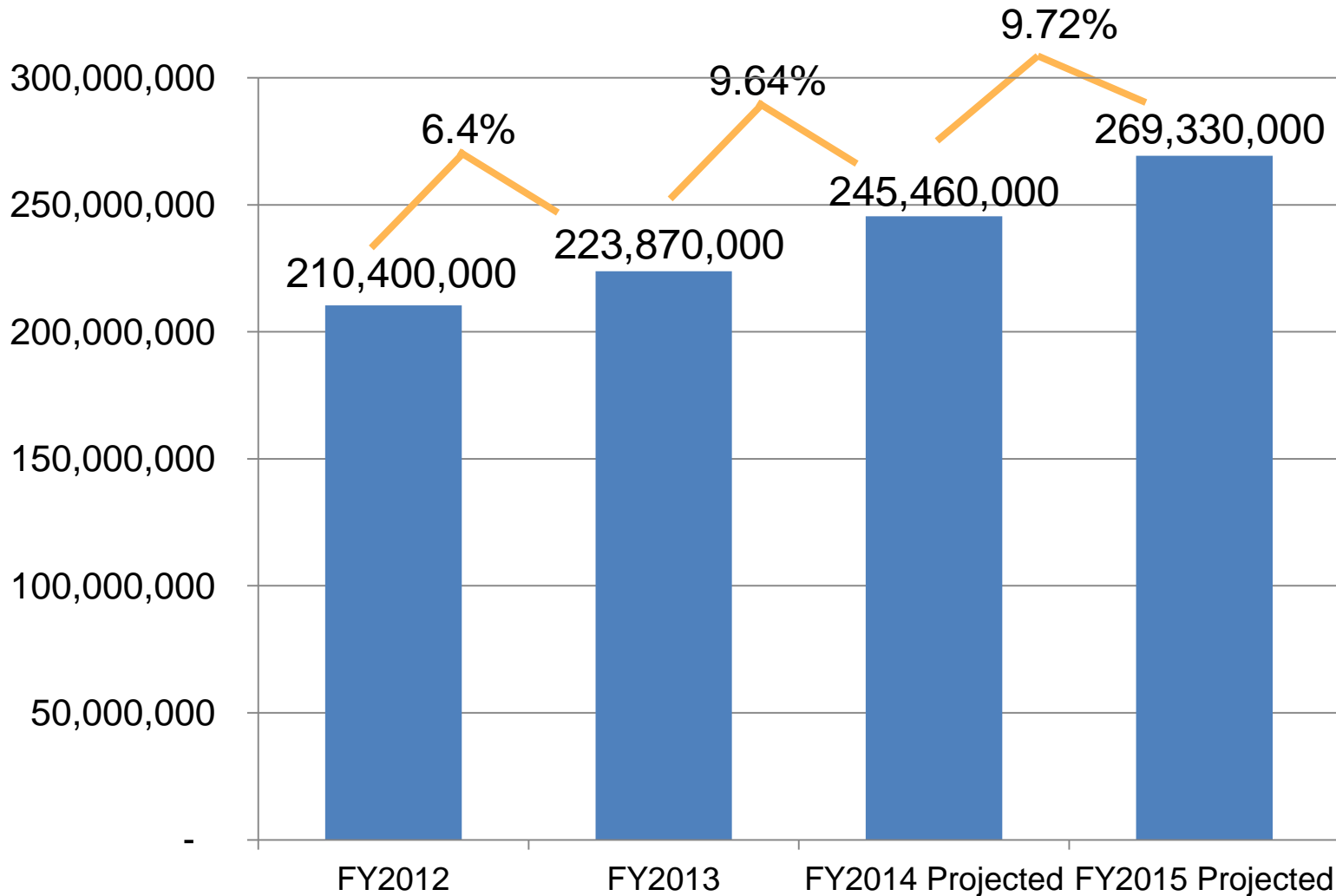
## ❑ FY2012

- Implemented PPACA Requirements
- Provided two month premium holidays for employees & State

## ❑ FY2011

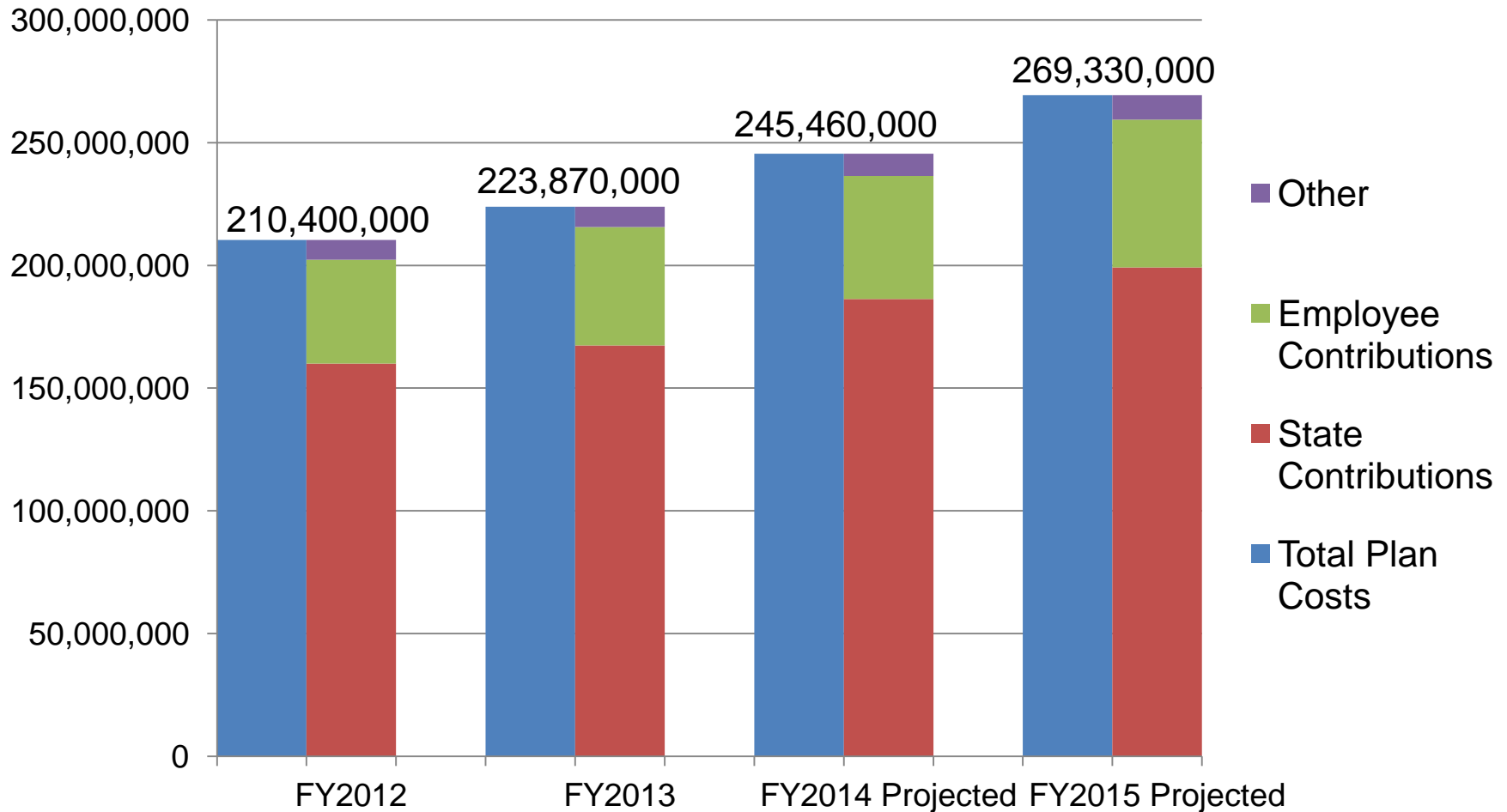
- Provided two month premium holidays for employees & State
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# Total Medical & Vision Plan Costs



\* Total Plan Costs include premiums, co-pays and deductibles

# Total Plan Costs vs. Contributions



\* Total Plan Costs include premiums, co-pays and deductibles

\* Other includes retiree and cobra contributions

# Cost Sharing History – Premium Split

<b>FISCAL YEAR</b>	<b>STATE SHARE</b>	<b>EMPLOYEE SHARE</b>
2008	92%	8%
2009	91%	9%
2010	90%	10%
*2011	92%	8%
*2012	93%	7%
2013	90%	10%
2014 (Projected)	91%	9%
2015 (Projected)	88%	12%

\* Years with Premium Holidays

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# Appropriation Per Employee – FY2015

**FY2014 Appropriation = \$9,100**

Active Medical Appropriation	\$10,320
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Active Dental Appropriation	\$ 230
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<b>Final FY2015 Appropriation</b>	<b>\$10,550</b>
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# Appropriation Increases vs. Plan Increases

## State Appropriation

FY2014 = \$9,100  
FY2015 = \$10,550 > 16%

## Total Plan Costs

FY2014 = \$245,460,000  
FY2015 = \$269,330,000 > 9.72% or \$23.8 M



\$1,370,000 = State Administrative Costs  
\$3,880,000 = ACA Taxes and Fees  
\$18,620,000 = Claims & Administration

# FY2015 – Projected Premiums\*

PPO Plan	FY2014 Monthly Premium Rate	FY2015 Projected Monthly Premium Rate*
Employee Only	\$35.00	\$52.50
Employee & Children	\$82.00	\$123.00
Employee, Spouse & Children	\$127.00	\$190.50

*\* Rates listed for FY15 projected and subject to change during the annual renewal process in April 2014*

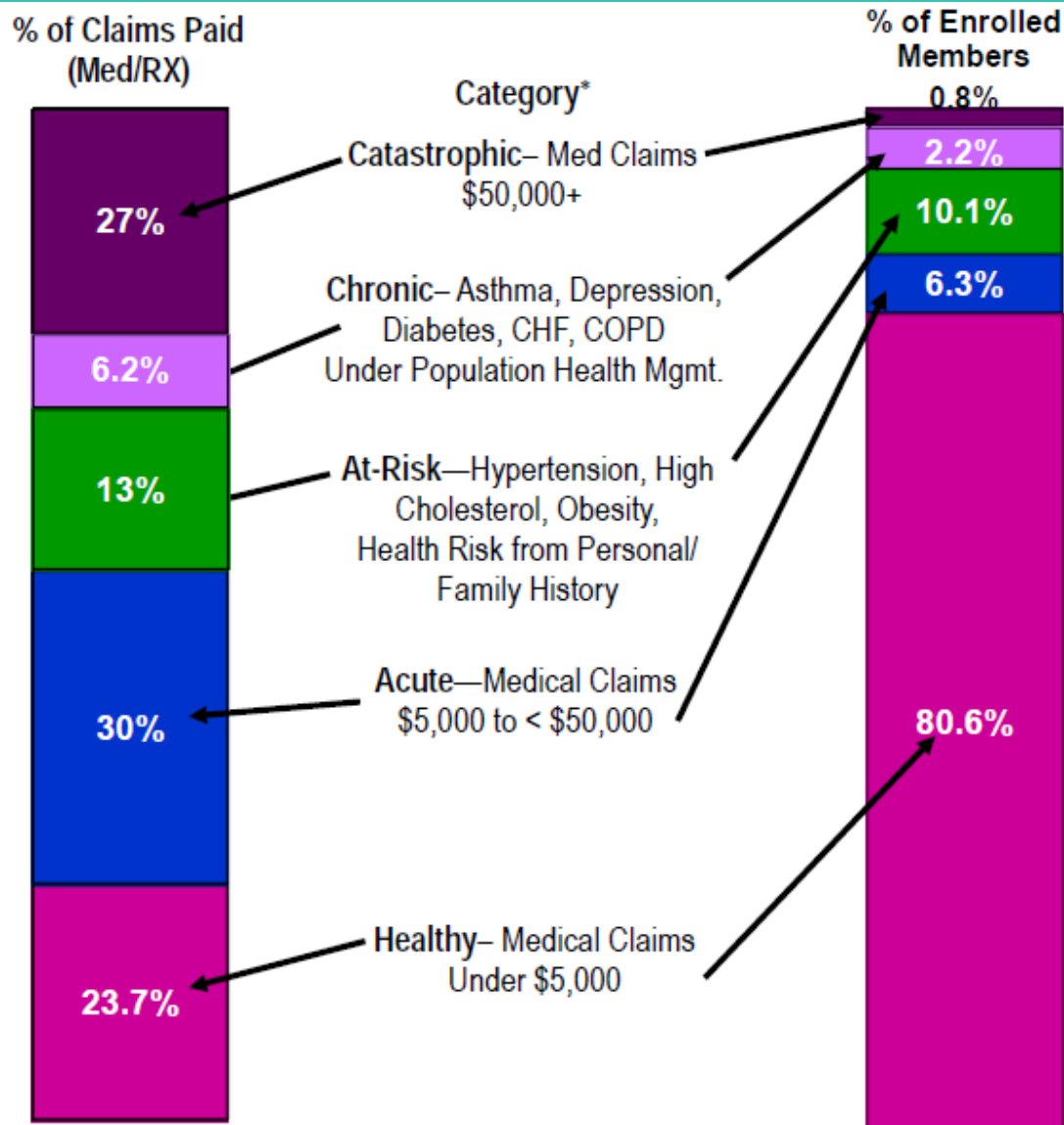
# Steps to Combat Rising Medical Costs

- ❑ Dependent verification
- ❑ Wellness in the Workplace
- ❑



thriveidaho  
It feels good to feel good.

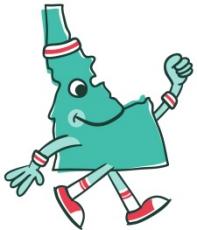
# FY2013 Group Health Statistics



# Conclusion

“It’s a lot less expensive to keep people healthy than it is to get them healthy after they’ve had a problem.”

~ Governor C.L. “Butch” Otter  
October 1, 2013



# Group Insurance Advisory Committee

The Group Insurance Advisory Committee (GIAC) meets quarterly.

## Members:

- ❑ Senator Fred Martin
- ❑ Representative Phylis King
- ❑ Director Teresa Luna
- ❑ Dick Humiston, Retired Employee
- ❑ Roxanne Lopez, Tax Commission, Active Employee
- ❑ Andrea Patterson, Judiciary Representative

Website: <http://ogi.idaho.gov/giac>

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# Questions

[www.thrive.idaho.gov](http://www.thrive.idaho.gov)

