



*Winchester
Municipal
Utilities*

February 20, 2014

Medical Plan Overview

- Anthem
 - Renewal
 - 14.1% Original Increase – Due to Rate Cap
 - 5.6% Negotiated Increase with a 15% Cap
 - Reviewed Self-Funding Options
 - Based on the number of claims over 10k, the carrier wanted employees in question to complete Medical Release Forms.
 - The Insurance Committee was concerned about employee privacy and based on the other favorable renewal offers, decided to wait and explore self-funding next year.

Medical Plan Overview

Marketing Process continued.

- BIM and the WMU Insurance Committee began meeting in December 2013 regarding the renewal and RFP process
- Bluegrass Family Health
 - Offered a similar plan to current with a 4.7% increase and a 15% second year cap.
- Humana
 - Offered a plan that had \$5 higher co-pays for PCP/Spec
 - Deductible increased from \$500/1500 to \$1000/2000
 - Co-insurance decreased from 80/20% to 100/0%
 - Rates -7.4% under current Anthem premiums
 - Employee Wellness Program included at no cost to WMU
- United Healthcare
 - Offered a plan with an increase \$5 PCP/\$15 Spec. Co-Pays. The Deductible matched current levels, but the Maximum Out Pocket increased to \$4500/9,000.
 - Rates -9.4% under the current Anthem premiums

Ancillary Coverages Overview

- Delta Dental
 - Renewal – 0% Increase, no plan or network changes
- CIGNA
 - Renewal – 0% Increase, no plans changes.
 - **WMU pays for Life and AD&D**
 - CIGNA Member services include Will Preparation, Secure Travel, Identity Theft and Beneficiary Assistance
 - **Employees pays for Voluntary Life and Disability Coverages**
 - CIGNA Member services include Healthy Rewards and Life Assistance Program (Employee Assistance Program)
 - CIGNA extended an STD plan enhancement, at no rate impact, to waive STD premium while an employee is receiving STD benefits.

Ancillary Coverages Overview

- Allstate
 - Major Medical Complement aka GAP plan
 - **100% Employee Paid**
 - Benefit provides deductible assistance to employees who chose to enroll.

WVWU Benefit Committee Recommendations

Recommendations

- Recommendations are:
 - Medical
 - Change Medical coverage to Humana, for a premium savings. -7.4% under current Anthem rates and 13.1% under the Anthem renewal offer.
 - Average 4.02% Increase over last ten years
 - Dental
 - Renew at 0% increase with Delta Dental
 - Life, Voluntary Life, Short and Long-Term Disability (STD/LTD)
 - Renew at 0% increase with CIGNA
 - GAP Plan
 - Renew with Allstate (100% Employee Paid)

