



Employee Benefits

Ongoing 2025 Renewal Planning

October 15, 2024



STOP LOSS - FIRM SUNLIFE OPTION

Preliminary Stop Loss Renewal (using data through August)			
Stop Loss	2024 Voya	2025 Voya Renewal	Sunlife
Coverages	Medical/ RX	Medical/ RX	Medical/ RX
Contract Basis (incurred/ paid)	Paid	Paid	24/ 12
Individual Specific Deductible	\$275,000	\$275,000	\$275,000
Maximum Aggregate Benefit	\$2,000,000	\$2,000,000	\$2,000,000
Aggregating Individual Deductible	N/ A	N/ A	N/ A
Includes Rate Cap on Renewal	Yes - 50%	Yes - 50%	Yes - 50%
Includes No New Lasers at Renewal	Yes	Yes	Yes
Enrollment			
Single Subscribers	163	163	163
Family Subscribers	399	399	399
Total Number of Employees on Plan	562	562	562

ISL Premium Rates	PEPM	PEPM	PEPM
Spec Single PEPM or Composite	\$99.98	\$149.97	\$85.28
Spec Family PEPM	\$279.83	\$419.75	\$271.51
Total Monthly Stop Loss Cost (ISL only)	\$127,949	\$191,923	\$122,233
Total Annual Stop Loss Cost (ISL only)	\$1,535,387	\$2,303,080	\$1,466,798
Annual \$ Change to Current		\$767,693	-\$68,589
Percentage Change to Current		50.0%	-4.5%
Aggregate Composite Rate	\$5.82	\$6.11	\$4.76
Total Monthly Stop Loss Cost (AGG only)	\$3,271	\$3,434	\$2,675
Total Annual Stop Loss Cost (AGG only)	\$39,250	\$41,213	\$32,101
Annual \$ Change to Current		\$1,963	-\$7,149
Percentage Change to Current		5.0%	-18.2%
Total Monthly Stop Loss Cost (ISL & AGG only)	\$131,220	\$195,358	\$124,908
Total Annual Stop Loss Cost (ISL & AGG only)	\$1,574,637	\$2,344,293	\$1,498,899
Annual \$ Change to Current		\$769,656	-\$75,738
Percentage Change to Current		48.9%	-4.8%

Additional Risk Annual Individual Specific Deductible (Lasers)	\$475,000	\$475,000	\$1,075,000
Total Annual Stop Loss Cost (ISL, AGG & Laser Amount)	\$2,049,637	\$2,819,293	\$2,573,899
Annual \$ Change to Current		\$769,656	\$524,262
Percentage Change to Current		37.6%	25.6%

Laser (s)			
	Laser 1 - \$650,000	Laser 1 - \$650,000	Laser 1 - \$1,350,000
	Laser 2 - \$375,000	Laser 2 - \$375,000	

Funding Rate Increase no changes - PPO
Funding Rate Increase no changes - HSA
Funding Rate Increase WITH changes - PPO
Funding Rate Increase WITH changes - HSA

9.60%	7.92%
9.60%	7.92%
4.80%	3.11%
7.60%	5.86%

Comments:

- Sunlife offer is good until Friday, October 18, 2024.
- Sunlife offer includes one laser for \$1,350,000.
- Sunlife includes excellent contractual provisions such as “no new lasers” and 50% rate cap at renewal.
- All other offers, including from Voya, will not firm until they see data through September.

REGENCE & VSP FINAL

		Carrier/Administrator	Estimated 2024 Annual Cost	Estimated 2025 Annual Cost	Net Change (\$/%)	
Med/Rx/Vision - PPO	Self-Funded	Regence	\$10,540,498	\$11,362,657	\$822,159	7.80%
Med/Rx/Vision - HDHP	Self-Funded	Regence	\$2,638,880	\$2,844,713	\$205,833	7.80%
Vision	Self-Funded	VSP	\$150,772	\$178,665	\$27,893	18.50%
Med/Rx/Vision - HMO	Fully Insured	Kaiser	\$5,009,872	\$5,254,185	\$244,313	4.88%
Med/Rx/Vision - HDHP	Fully Insured	Kaiser	\$650,432	\$679,259	\$28,827	4.43%
Dental - PPO	Self-Funded	Delta Dental of WA	\$1,025,142	\$1,017,928	-\$7,215	-0.70%
Dental - HMO	Fully Insured	Kaiser	\$17,929	\$17,571	-\$358	-2.00%
Total -- Med/Rx/Vision/Dental			\$20,033,526	\$21,354,978	\$1,321,452	6.60%
Life and AD&D	Fully Insured	New York Life	\$310,262	\$196,702	-\$113,560	-36.6%
Short Term Disability (VHA only)	Fully Insured	New York Life	\$21,835	\$8,188	-\$13,647	-62.5%
Long Term Disability (COV only)	Fully Insured	New York Life	\$258,235	\$199,415	-\$58,820	-22.8%
Sub-Total -- Life/AD&D/Disability			\$590,332	\$404,305	-\$186,027	-31.5%
FSA/LEOFF Administration		Allegiance	\$15,036	\$15,036	\$0	0.0%
Health Savings Account Administration		Bank of America	\$1,824	\$1,824	\$0	0.0%
Health Savings Account Funding		City of Vancouver	\$441,600	\$441,600	\$0	0.0%
Employee Assistance Program	1,093	Canopy	\$15,072	\$15,072	\$0	0.0%
Sub-Total -- FSA/HSA/EAP			\$476,379	\$475,999	-\$380	-0.1%
Overall Total			\$21,100,237	\$22,235,282	\$1,135,045	5.4%
Estimated Employee Contributions			\$1,655,544	\$2,472,597	\$817,053	49.4%
Net Overall Employer Cost			\$19,444,693	\$19,762,685	\$317,992	1.6%
Total Medical Plan Cost Per Employee Per Month (PEPM)		781	\$2,075	\$2,109	\$34	1.6%

This information does NOT include any benefits that are not employer paid
 Employee contributions are estimated.
 HSA funding amounts are estimated and shown as separate line items. These costs are not included in the self-insured funding rates.
 HSA funding increased from \$1600/\$3200 to \$1650/\$3300 due to the minimum deductible change to QHDHP plan by the IRS.

Estimated 2025 Annual Cost with Plan Changes
\$10,850,716
\$2,788,806
\$178,595
\$4,989,331
\$672,370
\$1,017,928
\$17,571
\$20,515,316
\$193,856
\$21,313
\$243,139
\$458,308
\$15,036
\$1,824
\$441,600
\$15,072
\$475,999
\$21,449,623
\$1,686,759
\$19,762,864
\$2,109

Includes all changes:
 * Medical/rx plan changes
 * Employee Contributions
 * Life and Disability rates

Assumptions Include:

- Estimated Stop loss renewal = +50% (Rate Cap) with same lasered claimants
- Regence ASO renewal = 0.00%
- Updated pharmacy terms and rebates = \$200,000 savings to the pharmacy plan
- No change to ASO VSP renewal, in rate guarantee until January 2026
- Estimated Delta Dental ASO renewal = -7%
- Using claims data through June 2024
- HSA Funding is not included and should be budgeted separately
- *COV currently contributes \$1,600 and \$3,200 to the HSA account

REGENCE PPO & VSP - FINAL

Regence PPO w/VSP

		2024 Employee Contributions				2025 Employee Contributions				Option 1			
						Same as current % w/out one-time extra 2024 CoV contribution				EE's -EE	10%	EE's -Dep's	20%
Enrollment		Rates	ER Pays	EE Pays	Current EE %	Rates	ER Pays	EE Pays	ER Pays	EE Pays	EE \$ Change	EE % Change	
As-Is Renewal													
Employee	145	\$956.55	\$852.33	\$104.22	10.9%	\$1,032.26	\$854.65	\$177.61	\$929.03	\$103.23	-\$74.38	-41.9%	
Employee & Spouse	91	\$2,010.08	\$1,695.10	\$314.98	20.0%	\$2,169.18	\$1,699.94	\$469.24	\$1,838.57	\$330.61	-\$138.63	-29.5%	
Employee & Child(ren)	35	\$1,723.03	\$1,465.42	\$257.61	20.0%	\$1,859.41	\$1,469.57	\$389.84	\$1,590.75	\$268.66	-\$121.18	-31.1%	
Employee & Family	182	\$2,776.01	\$2,308.04	\$467.97	20.0%	\$2,995.73	\$2,314.68	\$681.05	\$2,499.81	\$495.92	-\$185.13	-27.2%	
Total Monthly	453	\$887,157	\$749,195	\$137,962		\$957,375	\$751,326	\$206,050	\$812,662	\$144,714			
Total Annualized		\$10,645,883	\$8,990,339	\$1,655,544		\$11,488,506	\$9,015,908	\$2,472,597	\$9,751,942	\$1,736,564			
Change over current %						7.9%	0.3%	49.4%	8.47%	4.89%			
Change over current \$						\$842,623	\$25,569	\$817,054	\$761,602	\$81,020			
Change over Renewal \$									\$736,033	-\$736,033			
\$400 Ded w/\$30 copay/OOP \$2,800													
Employee	145	\$956.55	\$852.33	\$104.22	10.9%	\$986.30	\$852.35	\$133.95	\$887.67	\$98.63	-\$78.98	-44.5%	
Employee & Spouse	91	\$2,010.08	\$1,695.10	\$314.98	20.0%	\$2,072.59	\$1,695.10	\$377.49	\$1,756.70	\$315.89	-\$153.35	-32.7%	
Employee & Child(ren)	35	\$1,723.03	\$1,465.42	\$257.61	20.0%	\$1,776.62	\$1,465.44	\$311.18	\$1,519.92	\$256.69	-\$133.15	-34.2%	
Employee & Family	182	\$2,776.01	\$2,308.04	\$467.97	20.0%	\$2,862.34	\$2,308.05	\$554.29	\$2,388.50	\$473.84	-\$207.21	-30.4%	
Total Monthly	453	\$887,157	\$749,195	\$137,962		\$914,747	\$749,201	\$165,546	\$776,477	\$138,270			
Total Annualized		\$10,645,883	\$8,990,339	\$1,655,544		\$10,976,970	\$8,990,413	\$1,986,557	\$9,317,728	\$1,659,242			
Change over current %						3.1%	0.0%	20.0%	3.64%	0.22%			
Change over current \$						\$331,087	\$74	\$331,013	\$327,389	\$3,698			
Change over Renewal \$						-\$511,536	-\$25,495	-\$486,040	\$301,820	-\$813,356			

REGENCE HSA & VSP - FINAL

Regence HSA w/VSP

		2024 Employee Contributions				2025 Employee Contributions			Option 1			
						Same as current % w/out one-time extra 2024 CoV contribution			EE's -EE	10%	EE's -Dep's	20%
Enrollment		Rates	ER Pays	EE Pays	Current EE %	Rates	ER Pays	EE Pays	ER Pays	EE Pays	EE \$ Change	EE % Change
As-Is Renewal						Renewal			Over Renewal			
Employee	39	\$758.88	\$671.41	\$87.47	11.5%	\$818.95	\$673.38	\$145.57	\$737.05	\$81.89	-\$63.68	-43.7%
Employee & Spouse	27	\$1,593.99	\$1,410.27	\$183.72	11.5%	\$1,720.15	\$1,414.35	\$305.80	\$1,458.02	\$262.14	-\$43.66	-14.3%
Employee & Child(ren)	15	\$1,366.28	\$1,208.85	\$157.43	11.5%	\$1,474.42	\$1,212.36	\$262.06	\$1,261.43	\$212.99	-\$49.07	-18.7%
Employee & Family	59	\$2,201.27	\$1,947.56	\$253.71	11.5%	\$2,375.50	\$1,953.20	\$422.30	\$1,982.30	\$393.21	-\$29.09	-6.9%
Total Monthly	140	\$223,003	\$197,301	\$25,702		\$240,654	\$197,873	\$42,780	\$203,988	\$36,666		
Total Annualized		\$2,676,038	\$2,367,613	\$308,425		\$2,887,847	\$2,374,482	\$513,365	\$2,447,860	\$439,987		
Change over current %						7.9%	0.3%	66.4%	3.39%	42.66%		
Change over current \$						\$211,809	\$6,869	\$204,940	\$80,247	\$131,561		
Change over Renewal \$									\$73,379	-\$73,379		

OOP \$6,000 / \$12,000									Over Renewal			
Employee	39	\$758.88	\$671.41	\$87.47	11.5%	\$803.31	\$672.55	\$130.76	\$722.98	\$80.33	-\$65.24	-44.8%
Employee & Spouse	27	\$1,593.99	\$1,410.27	\$183.72	11.5%	\$1,687.32	\$1,412.64	\$274.68	\$1,430.19	\$257.13	-\$48.67	-15.9%
Employee & Child(ren)	15	\$1,366.28	\$1,208.85	\$157.43	11.5%	\$1,446.28	\$1,210.90	\$235.38	\$1,237.35	\$208.92	-\$53.14	-20.3%
Employee & Family	59	\$2,201.27	\$1,947.56	\$253.71	11.5%	\$2,330.15	\$1,950.83	\$379.32	\$1,944.45	\$385.70	-\$36.60	-8.7%
Total Monthly	140	\$223,003	\$197,301	\$25,702		\$236,060	\$197,633	\$38,427	\$200,094	\$35,966		
Total Annualized		\$2,676,038	\$2,367,613	\$308,425		\$2,832,720	\$2,371,602	\$461,119	\$2,401,133	\$431,588		
Change over current %						5.9%	0.2%	49.5%	1.42%	39.93%		
Change over current \$						\$156,682	\$3,989	\$152,694	\$33,520	\$123,162		
Change over Renewal \$						-\$55,126	-\$2,880	-\$52,246	\$26,651	-\$81,778		