



SEBC Decisions and Updates

April 18, 2024



SEBC Decision – Health Plan Premiums

- At the March 25 SEBC meeting, the SEBC voted to approve health plan premium (rate) increases effective July 1, 2024 for active employees and non-Medicare retirees and January 1, 2025 for Medicare retirees.
- Health plan premium (rate) increases were required to help cover significantly higher healthcare and pharmaceutical costs and to address the projected \$232.1 million deficit in the Group Health Insurance Fund.
- For active employees and non-Medicare retirees, depending on the employee's and pre-Medicare retiree's plan and coverage tier, monthly premiums for Fiscal Year 2025 will increase between \$8.92 and \$87.46 (or between \$4.46 and \$43.73 per paycheck).
- For Medicare retirees who retired after July 1, 2012, depending on the Medicare retiree's Special Medicfill plan with or without prescription, the increase for Calendar Year 2025 will range from \$3.70 to \$6.52 per month.
- **Medicare retirees who retired *on or prior to July 1, 2012* and who currently pay \$0.00 a month for their health plan premiums will continue to pay \$0.00 a month for their health plan premiums.**

FY25 Rates – 27.0% rate increase

	FY 2024			FY 2025 with Increase			\$ Change Employee/ Pensioner Contribution		\$ Change State Subsidy		Enrolled
	Rate	Employee Contribution	State Subsidy	Rate	Employee Contribution	State Subsidy	Monthly	Annual	Monthly	Annual	
First State Basic											4,295
Employee	\$826.68	\$33.06	\$793.62	\$1,049.58	\$41.98	\$1,007.60	\$8.92	\$107.04	\$213.98	\$2,567.76	
Employee + Spouse	\$1,710.38	\$68.42	\$1,641.96	\$2,171.54	\$86.88	\$2,084.66	\$18.46	\$221.52	\$442.70	\$5,312.40	
Employee + Child	\$1,256.64	\$50.26	\$1,206.38	\$1,595.46	\$63.82	\$1,531.64	\$13.56	\$162.72	\$325.26	\$3,903.12	
Family	\$2,138.06	\$85.54	\$2,052.52	\$2,714.52	\$108.60	\$2,605.92	\$23.06	\$276.72	\$553.40	\$6,640.80	
CDH Gold											3,640
Employee	\$855.60	\$42.78	\$812.82	\$1,086.30	\$54.32	\$1,031.98	\$11.54	\$138.48	\$219.16	\$2,629.92	
Employee + Spouse	\$1,774.04	\$88.70	\$1,685.34	\$2,252.36	\$112.62	\$2,139.74	\$23.92	\$287.04	\$454.40	\$5,452.80	
Employee + Child	\$1,307.22	\$65.36	\$1,241.86	\$1,659.68	\$82.98	\$1,576.70	\$17.62	\$211.44	\$334.84	\$4,018.08	
Family	\$2,253.76	\$112.68	\$2,141.08	\$2,861.42	\$143.06	\$2,718.36	\$30.38	\$364.56	\$577.28	\$6,927.36	
Aetna HMO											8,478
Employee	\$863.04	\$56.10	\$806.94	\$1,095.74	\$71.24	\$1,024.50	\$15.14	\$181.68	\$217.56	\$2,610.72	
Employee + Spouse	\$1,819.64	\$118.28	\$1,701.36	\$2,310.26	\$150.18	\$2,160.08	\$31.90	\$382.80	\$458.72	\$5,504.64	
Employee + Child	\$1,320.24	\$85.82	\$1,234.42	\$1,676.20	\$108.96	\$1,567.24	\$23.14	\$277.68	\$332.82	\$3,993.84	
Family	\$2,270.50	\$147.58	\$2,122.92	\$2,882.68	\$187.38	\$2,695.30	\$39.80	\$477.60	\$572.38	\$6,868.56	
Comprehensive PPO											30,764
Employee	\$943.78	\$125.04	\$818.74	\$1,198.24	\$158.76	\$1,039.48	\$33.72	\$404.64	\$220.74	\$2,648.88	
Employee + Spouse	\$1,958.44	\$259.50	\$1,698.94	\$2,486.48	\$329.48	\$2,157.00	\$69.98	\$839.76	\$458.06	\$5,496.72	
Employee + Child	\$1,454.52	\$192.72	\$1,261.80	\$1,846.70	\$244.68	\$1,602.02	\$51.96	\$623.52	\$340.22	\$4,082.64	
Family	\$2,448.32	\$324.40	\$2,123.92	\$3,108.44	\$411.86	\$2,696.58	\$87.46	\$1,049.52	\$572.66	\$6,871.92	
Medicfill - Retired after 7/1/2012 (5% Pensioner share)											29,905
Medicfill with Rx	\$482.34	\$24.10	\$458.24	\$612.40	\$30.62	\$581.78	\$6.52	\$78.24	\$123.54	\$1,482.48	
Medicfill without Rx	\$273.46	\$13.66	\$259.80	\$347.20	\$17.36	\$329.84	\$3.70	\$44.40	\$70.04	\$840.48	

Employee contributions increase in FY25 by a range of \$9 to \$87 per month

State share contributions increase in FY25 by a range of \$214 to \$573 per month per enrollee

FY25 Rating by Group

Overview

- GHIP active, non-Medicare retirees and Medicare retirees are currently rated together as one risk pool, with consistent premium (budget rate) increases
- Non-Medicare retirees pay the same contribution rates as active employees
- In general, non-Medicare retirees cost significantly more than active employees due to age-related morbidity
- In general, Medicare retirees:
 - Cost less for medical benefits due to Medicare offsets to cost
 - Cost more for prescription drug benefits due to age-related morbidity offset by Medicare reimbursements under the EGWP
- Effective July 1, 2012, House Bill 81 (HB 81) changed the State share for employee and retiree health plans
 - Previously, the State paid the full cost of the First State Basic (FSB) plan for each enrollee, and the employee/retiree paid the difference between the cost of the FSB plan and the plan they selected
 - Pursuant to HB 81, the State is responsible for a fixed cost share of each plan:
 - First State Basic: 96%
 - CDH Gold: 95%
 - HMO: 93.5%
 - PPO: 86.75%
 - Rating groups on their own experience **does not** require legislative change
 - Rating each population individually would create separate premiums (budget rates) that match claims experience for each population, while maintaining existing cost share by plan set by House Bill 81 – i.e., 4% for FSB, 5% for CDH Gold, 6.5% for the HMO and 13.25% for the Comprehensive PPO

Overview

- The SEBC has been asked to consider the impact of rating the three populations separately, but such a change is not a simplistic solution
 - Medicare premium rate increases have not kept up with necessary rate increases – 0% increase for FY23 and 5% for FY24 compared to the needed 8.6% and 9.4%
 - While EGWP revenues have been utilized across the aggregate population, so have Commercial rebates, which only apply to the non-Medicare population
 - Total Revenues into the GHIP from the EGWP and Rebates total about \$217 million, with \$87 million due to the Non-Medicare populations
 - EGWP cost trends have been much higher and make up the greater portion of Medicare retiree costs
 - Rx claims are nearly 75% of the gross claims spend for the Medicare population
 - Pharmacy trends are assumed to be 9%. Actual EGWP trend YTD FY24 is approximately 13%.
 - **Active employee/non-Medicare retirees have been subsidizing the delayed effective dates of Medicare rate increases – i.e., Medicare rate changes go into effect on January 1st, half-way through the fiscal year**
- As the following slide illustrates, the impact of rating the three groups separately:
 - Premium rates for Active employees would increase 22%, rather than 27%
 - Premium rates for Pre-Medicare retirees would increase 58%, rather than 27%
 - Premium rates for Medicare retirees would increase by 39% for those with both Medicfill+Rx (approximately 29,000 members) and 5% for those with Medicfill only (approximately 1,300 members)

FY25 Rates – Separate Rates by Group

	FY 2024 - Current			FY25 Actives Stand-alone					FY25 Retirees Stand-alone				
	Rate	Employee Contribution	State Subsidy	Rate	Increase	Employee Contribution	Employee Impact	State Subsidy	Rate	Increase	Employee Contribution	Retiree Impact	State Subsidy
First State Basic													
Employee	\$826.68	\$33.06	\$793.62	\$1,006.23	22%	\$40.24	\$7.18	\$965.99	\$1,306.52	58%	\$52.25	\$19.19	\$1,254.27
Employee + Spouse	\$1,710.38	\$68.42	\$1,641.96	\$2,081.87	22%	\$83.28	\$14.86	\$1,998.59	\$2,703.16	58%	\$108.13	\$39.71	\$2,595.03
Employee + Child	\$1,256.64	\$50.26	\$1,206.38	\$1,529.58	22%	\$61.18	\$10.92	\$1,468.41	\$1,986.05	58%	\$79.43	\$29.17	\$1,906.62
Family	\$2,138.06	\$85.54	\$2,052.52	\$2,602.45	22%	\$104.12	\$18.58	\$2,498.33	\$3,379.09	58%	\$135.19	\$49.65	\$3,243.89
CDH Gold													
Employee	\$855.60	\$42.78	\$812.82	\$1,041.44	22%	\$52.07	\$9.29	\$989.36	\$1,352.23	58%	\$67.61	\$24.83	\$1,284.62
Employee + Spouse	\$1,774.04	\$88.70	\$1,685.34	\$2,159.36	22%	\$107.97	\$19.27	\$2,051.40	\$2,803.77	58%	\$140.19	\$51.49	\$2,663.59
Employee + Child	\$1,307.22	\$65.36	\$1,241.86	\$1,591.15	22%	\$79.56	\$14.20	\$1,511.59	\$2,065.99	58%	\$103.30	\$37.94	\$1,962.69
Family	\$2,253.76	\$112.68	\$2,141.08	\$2,743.28	22%	\$137.15	\$24.47	\$2,606.12	\$3,561.94	58%	\$178.08	\$65.40	\$3,383.86
Aetna HMO													
Employee	\$863.04	\$56.10	\$806.94	\$1,050.49	22%	\$68.28	\$12.18	\$982.21	\$1,363.99	58%	\$88.66	\$32.56	\$1,275.32
Employee + Spouse	\$1,819.64	\$118.28	\$1,701.36	\$2,214.87	22%	\$143.97	\$25.69	\$2,070.90	\$2,875.84	58%	\$186.94	\$68.66	\$2,688.91
Employee + Child	\$1,320.24	\$85.82	\$1,234.42	\$1,607.00	22%	\$104.46	\$18.64	\$1,502.54	\$2,086.57	58%	\$135.63	\$49.81	\$1,950.93
Family	\$2,270.50	\$147.58	\$2,122.92	\$2,763.65	22%	\$179.63	\$32.05	\$2,584.02	\$3,588.40	58%	\$233.24	\$85.66	\$3,355.16
Comprehensive PPO													
Employee	\$943.78	\$125.04	\$818.74	\$1,148.77	22%	\$152.20	\$27.16	\$996.57	\$1,491.59	58%	\$197.62	\$72.58	\$1,293.97
Employee + Spouse	\$1,958.44	\$259.50	\$1,698.94	\$2,383.81	22%	\$315.86	\$56.36	\$2,067.95	\$3,095.21	58%	\$410.13	\$150.63	\$2,685.08
Employee + Child	\$1,454.52	\$192.72	\$1,261.80	\$1,770.44	22%	\$234.58	\$41.86	\$1,535.86	\$2,298.79	58%	\$304.58	\$111.86	\$1,994.21
Family	\$2,448.32	\$324.40	\$2,123.92	\$2,980.10	22%	\$394.86	\$70.46	\$2,585.24	\$3,869.43	58%	\$512.70	\$188.30	\$3,356.74
Medicfill													
Medical Only	\$273.46	\$13.67	\$259.79						\$288.14	5%	\$14.41	\$0.73	\$273.73
Medical + Rx	\$482.34	\$24.12	\$458.22						\$671.20	39%	\$33.56	\$9.44	\$637.64

Key Assumptions:

- Based on actual FY24 claims data and revenue (e.g., rebates), by rating group through December, forecasted for balance of the year
- FY25 Medical trend of 6% for non-Medicare, 3% for Medicfill and 9% for Pharmacy
- Projected FY25 Fund Expenses of \$50.7M converted to a “per contract” basis and applied to all groups evenly
- Desired year-end FY25 cash margin of \$29.1M equal to 2% of FY26 projected claims
- Recoupment of \$38.4M FY24 cash deficit spread evenly across the rating groups as a percent of claims
- Timing lag in premium revenues based on each population’s explicit premium needs to cover expected costs

SEBC Decision – Diversity, Equity, and Inclusion

- The SEBC voted to approve the recommendation for the enhancement of select women’s health benefits for the active employee/non-Medicare retiree health plans. The approved benefit enhancements are:
 - Cooling Caps (Scalp Hypothermia) – Covered for members undergoing chemotherapy treatment at a \$1,000 maximum benefit per plan year.
 - Mastectomy Bras – Coverage of up to 6 bras in first 12 months following mastectomy, then up to 4 bras every 12 months afterwards*.
 - Wig/Hair Piece Allowance – Covered for any illness or injury resulting in hair loss at a \$1,000 maximum benefit per plan year.
 - These health plan design changes will go into effect for the Fiscal Year 2025 plan year, beginning July 1, 2024.

SEBC Decision – COVID -19 Enhancements

- The SEBC decided to not continue the COVID-19 benefit enhancements for the following non-Medicare health plan items effective July 1, 2024:
 - Employee Assistance Program (EAP) to all State of Delaware employees and non-Medicare pensioners beyond those enrolled in the GHIP;
 - No member cost share for telehealth visits (Refer to the [Health Plan Comparison Chart](#) for details);
 - No member cost share for in-network inpatient services related to the treatment of COVID-19 or associated health complications; and
 - No member cost share for office visits that resulted in either the order or administration of a COVID-19 test, the treatment of COVID-19, or the treatment of associated health complications.

SEBC Decision - MHPAEA

- The SEBC voted to make the following non-Medicare health plan benefit changes, effective July 1, 2024, related to the Mental Health Parity and Addiction Equity Act (MHPAEA):
 - *Aetna HMO Plan* – For physical therapy, occupational therapy, and speech therapy services related to a mental health or substance use disorder diagnosis, the current 20% coinsurance will be replaced with a copay of *lesser than* \$15 a visit, or 20% coinsurance per visit, whichever amount is equal to or less than 25% of the provider fee.
 - *Aetna CDH Gold Plan* – For physical therapy, occupational therapy, and speech therapy services related to a mental health or substance use disorder diagnosis, there will no longer be a visit maximum.
 - *Highmark Comprehensive PPO Plan* – Air ambulance services, both in-network and out-of-network, will have a \$50 copay. Additionally, in-network physical therapy, occupational therapy, speech therapy, chiropractic care, basic and high-tech imaging, lab work, and nutritional counseling services related to a mental health disorder or substance use diagnosis will no longer have a participant copay or coinsurance attached.
 - *Highmark First State Basic Plan* – No changes made.

SEBC Decision – Medicare Supplement Plan RFP

- At the March 25, 2024 meeting, the SEBC voted to approve the [recommendation](#) from the Medicare Supplement Plan request for proposal (RFP) Proposal Review Committee (PRC) to invite Highmark Delaware to negotiate for an upcoming Medicare Supplement Plan contract.
- If successful, the contract will result in an award for an initial two-year term effective January 1, 2025 through December 31, 2026, with an optional one-year period extension.
- **This plan will be identical to the design of the current *Special Medicfill* Medicare Supplement Plan.**
- Additional plan information will be relayed to Medicare eligible retirees in Fall 2024 prior to the *Special Medicfill* Open Enrollment.

Thank You

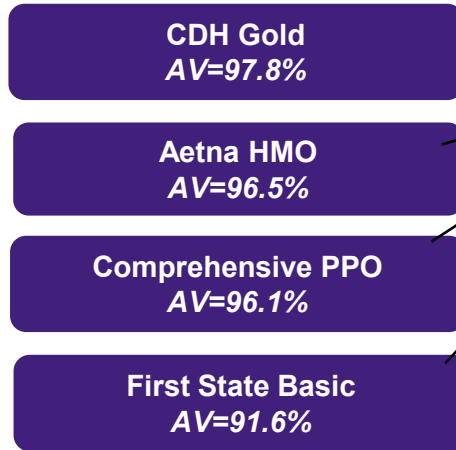


Website: de.gov/statewidebenefits

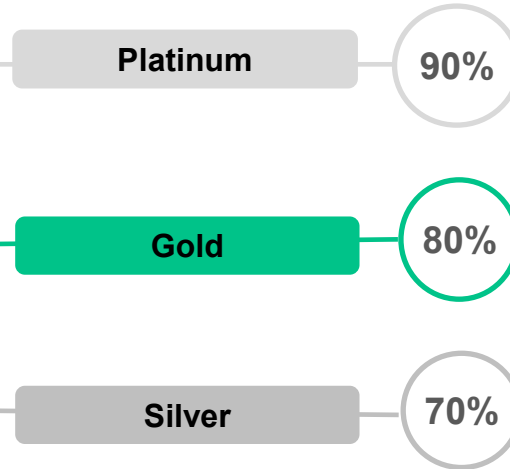
Appendix

Plan Values

Current State (Plan Design Value)



Actuarial Value Medallion Level



Actuarial Value (AV)
Measures the percentage of medical claims cost that insurance is expected to cover after employees pay cost sharing (e.g. deductible and coinsurance)

Observations

- Plans are all extremely rich
- CDH Gold and HMO richer than PPO but employees pay significantly less for those two options

- Given the mis-alignment between plan design values and premium equivalent rates for the non-Medicare plans, the State should be aware of the impact of aligning plan values with those rates, as well as the impact of creating more meaningful differentiation between these plan options
- The following slides illustrate the impact of these changes for the SEBC's consideration

FY25 Rates – Rates re-aligned based on Actuarial Value (AV)

	Actuarial Value			FY 2024			FY 2025 with Rate Increase and Re-distribution on Actuarial Values			
	In-Network	Out-of-Network	Composite	Rate	Employee Contribution	State Subsidy	Rate	Employee Contribution	Increase	State Subsidy
First State Basic	91.7%	85.4%	91.6%							
Employee				\$826.68	\$33.06	\$793.62	\$1,109.23	\$44.37	34%	\$1,064.86
Employee + Spouse				\$1,710.38	\$68.42	\$1,641.96	\$2,301.76	\$92.07	35%	\$2,209.69
Employee + Child				\$1,256.64	\$50.26	\$1,206.38	\$1,709.50	\$68.38	36%	\$1,641.12
Family				\$2,138.06	\$85.54	\$2,052.52	\$2,877.51	\$115.10	35%	\$2,762.41
CDH Gold	97.9%	93.9%	97.8%							
Employee				\$855.60	\$42.78	\$812.82	\$1,181.64	\$59.08	38%	\$1,122.56
Employee + Spouse				\$1,774.04	\$88.70	\$1,685.34	\$2,452.03	\$122.60	38%	\$2,329.42
Employee + Child				\$1,307.22	\$65.36	\$1,241.86	\$1,821.10	\$91.06	39%	\$1,730.05
Family				\$2,253.76	\$112.68	\$2,141.08	\$3,065.37	\$153.27	36%	\$2,912.10
Aetna HMO	96.5%	0.0%	96.5%							
Employee				\$863.04	\$56.10	\$806.94	\$1,166.63	\$75.83	35%	\$1,090.80
Employee + Spouse				\$1,819.64	\$118.28	\$1,701.36	\$2,420.87	\$157.36	33%	\$2,263.52
Employee + Child				\$1,320.24	\$85.82	\$1,234.42	\$1,797.97	\$116.87	36%	\$1,681.10
Family				\$2,270.50	\$147.58	\$2,122.92	\$3,026.43	\$196.72	33%	\$2,829.71
Comprehensive PPO	96.2%	88.7%	96.1%							
Employee				\$943.78	\$125.04	\$818.74	\$1,162.23	\$154.00	23%	\$1,008.24
Employee + Spouse				\$1,958.44	\$259.50	\$1,698.94	\$2,411.75	\$319.56	23%	\$2,092.19
Employee + Child				\$1,454.52	\$192.72	\$1,261.80	\$1,791.19	\$237.33	23%	\$1,553.86
Family				\$2,448.32	\$324.40	\$2,123.92	\$3,015.02	\$399.49	23%	\$2,615.53

Key Assumptions:

- Same aggregate 27% needed increase in Premiums
- Gross Premium Equivalents re-aligned based on relative actuarial values
- Leads to varied rate actions by Plan Option
- However, State Subsidy varies by Plan Option due to mandated employee contribution percentages
- Employee contributions increase \$11.31 to \$75.09 per month
- However, individuals in the PPO Plan have the option to move to another plan with little to no change in Plan Value AND have lower Premium Contributions

FY25 Rates – Rates re-aligned on AVs and State Subsidy Equalized

	FY 2025 with Rate Increase and Re-distribution on Actuarial Values				FY25 with Equal State Subsidy regardless of Plan Option			
	Rate	Employee Contribution	Increase	State Subsidy	Rate	Employee Contribution	Percent Share	State Subsidy
First State Basic								
Employee	\$1,109.23	\$44.37	34%	\$1,064.86	\$1,109.23	\$75.87	6.8%	\$1,033.35
Employee + Spouse	\$2,301.76	\$92.07	35%	\$2,209.69	\$2,301.76	\$157.44	6.8%	\$2,144.32
Employee + Child	\$1,709.50	\$68.38	36%	\$1,641.12	\$1,709.50	\$116.93	6.8%	\$1,592.57
Family	\$2,877.51	\$115.10	35%	\$2,762.41	\$2,877.51	\$196.82	6.8%	\$2,680.69
CDH Gold								
Employee	\$1,181.64	\$59.08	38%	\$1,122.56	\$1,181.64	\$148.29	12.5%	\$1,033.35
Employee + Spouse	\$2,452.03	\$122.60	38%	\$2,329.42	\$2,452.03	\$307.71	12.5%	\$2,144.32
Employee + Child	\$1,821.10	\$91.06	39%	\$1,730.05	\$1,821.10	\$228.53	12.5%	\$1,592.57
Family	\$3,065.37	\$153.27	36%	\$2,912.10	\$3,065.37	\$384.68	12.5%	\$2,680.69
Aetna HMO								
Employee	\$1,166.63	\$75.83	35%	\$1,090.80	\$1,166.63	\$133.27	11.4%	\$1,033.35
Employee + Spouse	\$2,420.87	\$157.36	33%	\$2,263.52	\$2,420.87	\$276.56	11.4%	\$2,144.32
Employee + Child	\$1,797.97	\$116.87	36%	\$1,681.10	\$1,797.97	\$205.40	11.4%	\$1,592.57
Family	\$3,026.43	\$196.72	33%	\$2,829.71	\$3,026.43	\$345.74	11.4%	\$2,680.69
Comprehensive PPO								
Employee	\$1,162.23	\$154.00	23%	\$1,008.24	\$1,162.23	\$128.88	11.1%	\$1,033.35
Employee + Spouse	\$2,411.75	\$319.56	23%	\$2,092.19	\$2,411.75	\$267.43	11.1%	\$2,144.32
Employee + Child	\$1,791.19	\$237.33	23%	\$1,553.86	\$1,791.19	\$198.62	11.1%	\$1,592.57
Family	\$3,015.02	\$399.49	23%	\$2,615.53	\$3,015.02	\$334.33	11.1%	\$2,680.69

Key Assumptions:

- Change Employee Share percentages such that State Subsidy is the same regardless of which Plan Option the employee chooses
- Would require legislative action to modify the current shares from 4%, 5%, 6.5% and 13.25%, respectively

FY25 Rates – Employee Shares Unchanged and Plan Values Adjusted to Equalize State Share

	FY25 with Equal State Subsidy regardless of Plan Option				New AV	Keep Legislated Shares the Same but Modify Plan Values			
	Rate	Employee Contribution	Percent Share	State Subsidy		Rate	Employee Contribution	Percent Share	State Subsidy
First State Basic					91.6%				
Employee	\$1,109.23	\$75.87	6.8%	\$1,033.35	88.8%	\$1,076.41	\$43.06	4.00%	\$1,033.35
Employee + Spouse	\$2,301.76	\$157.44	6.8%	\$2,144.32	88.8%	\$2,233.65	\$89.35	4.00%	\$2,144.31
Employee + Child	\$1,709.50	\$116.93	6.8%	\$1,592.57	88.8%	\$1,658.92	\$66.36	4.00%	\$1,592.56
Family	\$2,877.51	\$196.82	6.8%	\$2,680.69	88.8%	\$2,792.37	\$111.69	4.00%	\$2,680.68
CDH Gold					97.8%				
Employee	\$1,181.64	\$148.29	12.5%	\$1,033.35	89.8%	\$1,087.74	\$54.39	5.00%	\$1,033.35
Employee + Spouse	\$2,452.03	\$307.71	12.5%	\$2,144.32	89.8%	\$2,257.17	\$112.86	5.00%	\$2,144.31
Employee + Child	\$1,821.10	\$228.53	12.5%	\$1,592.57	89.8%	\$1,676.38	\$83.82	5.00%	\$1,592.56
Family	\$3,065.37	\$384.68	12.5%	\$2,680.69	89.8%	\$2,821.77	\$141.09	5.00%	\$2,680.68
Aetna HMO					96.5%				
Employee	\$1,166.63	\$133.27	11.4%	\$1,033.35	91.3%	\$1,105.19	\$71.84	6.50%	\$1,033.35
Employee + Spouse	\$2,420.87	\$276.56	11.4%	\$2,144.32	91.3%	\$2,293.38	\$149.07	6.50%	\$2,144.31
Employee + Child	\$1,797.97	\$205.40	11.4%	\$1,592.57	91.3%	\$1,703.27	\$110.71	6.50%	\$1,592.56
Family	\$3,026.43	\$345.74	11.4%	\$2,680.69	91.3%	\$2,867.04	\$186.36	6.50%	\$2,680.68
Comprehensive PPO					96.1%				
Employee	\$1,162.23	\$128.88	11.1%	\$1,033.35	98.6%	\$1,191.18	\$157.83	13.25%	\$1,033.35
Employee + Spouse	\$2,411.75	\$267.43	11.1%	\$2,144.32	98.6%	\$2,471.82	\$327.52	13.25%	\$2,144.31
Employee + Child	\$1,791.19	\$198.62	11.1%	\$1,592.57	98.6%	\$1,835.81	\$243.24	13.25%	\$1,592.56
Family	\$3,015.02	\$334.33	11.1%	\$2,680.69	98.6%	\$3,090.12	\$409.44	13.25%	\$2,680.68

Key Assumptions:

- Keep existing Employee Shares – 4%, 5%, 6.5% and 13.25%, respectively
- Modify Plan Values to keep State Subsidy (in dollars) the same regardless of Plan Option chosen
- Does NOT require legislative action

FY25 Rates – Meaningful Spread from Low to High

	FY25 with Equal State Subsidy regardless of Plan Option				New AV	Meaningful Spread between Low and High Plan Options			
	Rate	Employee Contribution	Percent Share	State Subsidy		Rate	Employee Contribution	Percent Share	State Subsidy
First State Basic					91.6%				
Employee	\$1,109.23	\$75.87	6.8%	\$1,033.35	80.0%	\$972.91	\$38.92	4.00%	\$934.00
Employee + Spouse	\$2,301.76	\$157.44	6.8%	\$2,144.32	80.0%	\$2,018.90	\$80.76	4.00%	\$1,938.14
Employee + Child	\$1,709.50	\$116.93	6.8%	\$1,592.57	80.0%	\$1,499.42	\$59.98	4.00%	\$1,439.44
Family	\$2,877.51	\$196.82	6.8%	\$2,680.69	80.0%	\$2,523.90	\$100.96	4.00%	\$2,422.94
CDH Gold					97.8%				
Employee	\$1,181.64	\$148.29	12.5%	\$1,033.35	85.0%	\$1,031.83	\$51.59	5.00%	\$980.24
Employee + Spouse	\$2,452.03	\$307.71	12.5%	\$2,144.32	85.0%	\$2,141.16	\$107.06	5.00%	\$2,034.10
Employee + Child	\$1,821.10	\$228.53	12.5%	\$1,592.57	85.0%	\$1,590.22	\$79.51	5.00%	\$1,510.71
Family	\$3,065.37	\$384.68	12.5%	\$2,680.69	85.0%	\$2,676.74	\$133.84	5.00%	\$2,542.90
Aetna HMO					96.5%				
Employee	\$1,166.63	\$133.27	11.4%	\$1,033.35	90.0%	\$1,090.40	\$70.88	6.50%	\$1,019.53
Employee + Spouse	\$2,420.87	\$276.56	11.4%	\$2,144.32	90.0%	\$2,262.70	\$147.08	6.50%	\$2,115.63
Employee + Child	\$1,797.97	\$205.40	11.4%	\$1,592.57	90.0%	\$1,680.49	\$109.23	6.50%	\$1,571.26
Family	\$3,026.43	\$345.74	11.4%	\$2,680.69	90.0%	\$2,828.69	\$183.86	6.50%	\$2,644.82
Comprehensive PPO					96.1%				
Employee	\$1,162.23	\$128.88	11.1%	\$1,033.35	95.0%	\$1,149.04	\$152.25	13.25%	\$996.79
Employee + Spouse	\$2,411.75	\$267.43	11.1%	\$2,144.32	95.0%	\$2,384.37	\$315.93	13.25%	\$2,068.44
Employee + Child	\$1,791.19	\$198.62	11.1%	\$1,592.57	95.0%	\$1,770.85	\$234.64	13.25%	\$1,536.22
Family	\$3,015.02	\$334.33	11.1%	\$2,680.69	95.0%	\$2,980.79	\$394.95	13.25%	\$2,585.83

Key Assumptions:

- Plan Values spread from low of 80% to high of 95% to provide employees with meaningful choice of options
- Employee share percentages unchanged
- Creates un-even State Subsidy depending upon Plan Option chosen

FY25 Rates – Meaningful Spread from Low to High and State Subsidy Equalized

	New AV	Meaningful Spread between Low and High Plan Options				Meaningful Spread between Low and High Plan Options and Fixed State Subsidy			
		Rate	Employee Contribution	Percent Share	State Subsidy	Rate	Employee Contribution	Percent Share	State Subsidy
First State Basic	91.6%								
Employee	80.0%	\$972.91	\$38.92	4.00%	\$934.00	\$972.91	\$0.00	0.00%	\$972.91
Employee + Spouse	80.0%	\$2,018.90	\$80.76	4.00%	\$1,938.14	\$2,018.90	\$0.00	0.00%	\$2,018.90
Employee + Child	80.0%	\$1,499.42	\$59.98	4.00%	\$1,439.44	\$1,499.42	\$0.00	0.00%	\$1,499.42
Family	80.0%	\$2,523.90	\$100.96	4.00%	\$2,422.94	\$2,523.90	\$0.00	0.00%	\$2,523.90
CDH Gold	97.8%								
Employee	85.0%	\$1,031.83	\$51.59	5.00%	\$980.24	\$1,031.83	\$35.04	3.40%	\$996.79
Employee + Spouse	85.0%	\$2,141.16	\$107.06	5.00%	\$2,034.10	\$2,141.16	\$72.72	3.40%	\$2,068.44
Employee + Child	85.0%	\$1,590.22	\$79.51	5.00%	\$1,510.71	\$1,590.22	\$54.01	3.40%	\$1,536.22
Family	85.0%	\$2,676.74	\$133.84	5.00%	\$2,542.90	\$2,676.74	\$90.91	3.40%	\$2,585.83
Aetna HMO	96.5%								
Employee	90.0%	\$1,090.40	\$70.88	6.50%	\$1,019.53	\$1,090.40	\$93.62	8.59%	\$996.79
Employee + Spouse	90.0%	\$2,262.70	\$147.08	6.50%	\$2,115.63	\$2,262.70	\$194.26	8.59%	\$2,068.44
Employee + Child	90.0%	\$1,680.49	\$109.23	6.50%	\$1,571.26	\$1,680.49	\$144.28	8.59%	\$1,536.22
Family	90.0%	\$2,828.69	\$183.86	6.50%	\$2,644.82	\$2,828.69	\$242.85	8.59%	\$2,585.83
Comprehensive PPO	96.1%								
Employee	95.0%	\$1,149.04	\$152.25	13.25%	\$996.79	\$1,149.04	\$152.25	13.25%	\$996.79
Employee + Spouse	95.0%	\$2,384.37	\$315.93	13.25%	\$2,068.44	\$2,384.37	\$315.93	13.25%	\$2,068.44
Employee + Child	95.0%	\$1,770.85	\$234.64	13.25%	\$1,536.22	\$1,770.85	\$234.64	13.25%	\$1,536.22
Family	95.0%	\$2,980.79	\$394.95	13.25%	\$2,585.83	\$2,980.79	\$394.95	13.25%	\$2,585.83

Key Assumptions:

- Plan Values spread from low of 80% to high of 95% to provide employees with meaningful choice of options
- Employee Share percentages changed to create consistent State Subsidy regardless of Plan Option chosen
- Requires legislative action
- Offers a zero-dollar premium option for employees