

HUMAN RESOURCES DEPARTMENT
600 W. 4TH Street
Davenport, IA 52801

Office: (563) 326-8767
Fax: (563) 328-3285
www.scottcountyiowa.gov



Date: October 5, 2021

To: Mahesh Sharma, County Administrator

From: Mary J. Thee, Human Resources Director/Asst. County Administrator

Subject: Insurance Recommendations

Health/Pharmaceutical

After discussions with our consultants, Holmes Murphy we are recommending a two year agreement for our third party administrative services with United Health Care (UHC). The agreement is for a rate per employee per month (PEPM) of \$56.96 that after RX rebates nets to \$4.69 PEPM. Overall this results in a reduction of \$4.64 PEPM or \approx \$27,673 annually in administrative costs. Additionally, UHC will reimburse us up to \$20,000 for wellness costs. This credit in CY22 will be used to offset costs associated with our Healthy Lifestyles/Wellsteps program.

Stop Loss Coverage

We do not have a final price on our Specific Stop Loss and Aggregate Stop Loss coverage. We will present this at a future Board meeting.

Dental

Last year we renewed our Administrative Services Agreement with Delta Dental of Iowa for 3 years. Calendar year 2022 will be year 2 of 3 of the agreement.

Vision

We are in year 4 of a four year agreement with Avesis, who has been our vision provider since 2010. This is a fully funded plan.

Health Care Rates

The County has reviewed our health care rates with our actuary, Silverstone Group. Silverstone recommend a 6.9% increase in our funding levels. Although

we've been able to build back up our fund balance in previous years we currently have 9 large claims, two of which exceed the specific stop loss. Although Dental is known to remain predictable and increase slightly, Silverstone has recommended a significant increase to the County's "buy up" dental plan. We believe some of this might be related to delayed procedures effected by the pandemic, lack of consumerism knowledge and declining numbers in this plan. We are recommending the utilization of the reserve for 50% of the recommended increase in premiums to allow for an easing into the increase and additional year to study the impact. Thus the recommended premiums for the buy up plan would be \$10.00 for single and \$21.60 for family. They are not recommending any increase on the core dental plan. As the vision plan is fully funded and under contract, there is no increase needed this year. These overall changes result in an employee single increase of \$2.42 a month and a family premium increase of \$16.72 a month. The 143 employees that participated in the wellness plan will actually see a decrease in monthly premiums.

Plan Design

In January, 2021 we updated many items on the overall plan design. We've worked with United Health Care and Holmes Murphy this year to clarify several issues. We are not modifying co-pays or services but have agreed with UHC to consolidate or bundle some services for ease in processing on the back end. Many of the changes resulted in having claims manually processed which slowed the process and created mistakes. Additionally we discovered that the unbundling of x-rays with lab work on the back end at UHC created issues so we're moving the co-pay for x-rays back to \$0 for better processing. We had an employee inquiry regarding the exclusion of bariatric procedures from our plan. We reviewed this issue over 8 years ago and at the time decided not to implement any changes. We have investigated the program that UHC has established, costs impacts and risk of surgery and have decided to add this procedure through UHC's centers of excellence. The annual administrative costs for access to this program is \approx \$2,087 or \$0.35 PEPM. These changes will take effect January 1, 2022.

Flex Savings Plan

In December, 2020 we changed flex savings providers to iSolved. The last year has been a positive experience for staff and HR. They provided a rate guarantee through December 31, 2023. We recommend the automatic renewal of our flex savings plan with iSolved.

The supporting documentation is attached.

Cc: David Farmer, Director of Budget and Administrative Services
Anna Evans, Holmes Murphy
Jensen Knuth, Benefits Specialist

THE COUNTY AUDITOR'S SIGNATURE CERTIFIES
THAT THIS RESOLUTION HAS BEEN FORMALLY
APPROVED BY THE BOARD OF SUPERVISORS ON

DATE

SCOTT COUNTY AUDITOR

R E S O L U T I O N

SCOTT COUNTY BOARD OF SUPERVISORS

October 14, 2021

APPROVAL OF TWO YEAR AGREEMENT FOR ADMINISTRATIVE SERVICES WITH UNITED HEALTH CARE

BE IT RESOLVED BY the Scott County Board of Supervisors as follows:

Section 1. That the proposal from United Health Care for two years for CY22-23 for third party administration services.

Section 2. That the Human Resources Director hereby authorized to sign the health insurance contracts for services on behalf of the Board.

Section 3. This resolution shall take effect immediately.

THE COUNTY AUDITOR'S SIGNATURE CERTIFIES
THAT THIS RESOLUTION HAS BEEN FORMALLY
APPROVED BY THE BOARD OF SUPERVISORS ON

DATE

SCOTT COUNTY AUDITOR

R E S O L U T I O N

SCOTT COUNTY BOARD OF SUPERVISORS

October 14, 2021

APPROVAL OF AGREEMENT FOR FLEX SAVINGS PLAN ADMINISTRATION WITH iSolved Benefit Services

BE IT RESOLVED BY the Scott County Board of Supervisors as follows:

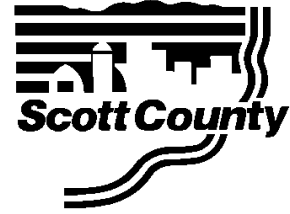
Section 1. That the county enter into an agreement with iSolved Benefit Services for administration of the County's flex savings program is hereby approved through December 31, 2023.

Section 2. That the Human Resources Director hereby authorized to sign any necessary contracts for services on behalf of the Board.

Section 3. This resolution shall take effect immediately.

HUMAN RESOURCES DEPARTMENT
 600 West Fourth Street
 Davenport, Iowa 52801-1030

Ph: (563) 326-8767 Fax: (563) 328-3285
 www.scottcountyiowa.gov



Date: October 5, 2021
 To: Mahesh Sharma, County Administrator
 From: Mary J. Thee, Human Resources Director/Asst. County Administrator
 Subject: Approval of Health Insurance Premium Rates for CY22

The final rates for the Medical, Dental and Vision benefits are as follows:

United Healthcare Plan (TPA) (Self Funded as of 1-1-10)	CY21 Rates	CY22 Rates	Employee Rate
	\$704.10 Single \$1,918.44 Family	\$752.59 Single \$2,050.55 Family	\$ 37.62 Single \$ 259.60 Family

Delta Dental (TPA) (Self funded as of 7-1-10)	CY21 Rates	CY22 Rates	Employee Rate
	\$31.46 Single \$94.36 Family	\$31.46 Single \$94.36 Family	\$ 1.56 Single ¹ \$ 12.58 Family ¹

¹ Employee's opting to take the Dental supplemental plan shall pay an additional \$10.00/month for single or \$21.60/month for family coverage.

Avesis Vision (Contracted since 7-1-10)	CY21 Rates	CY22 Rates	Employee Rate
	\$7.57 Single \$17.43 Family	\$7.57 Single \$17.43 Family	\$0.38 Single \$1.96 Family

THE COUNTY AUDITOR'S SIGNATURE CERTIFIES
THAT THIS RESOLUTION HAS BEEN FORMALLY
APPROVED BY THE BOARD OF SUPERVISORS ON

DATE

SCOTT COUNTY AUDITOR

R E S O L U T I O N

SCOTT COUNTY BOARD OF SUPERVISORS

October 14, 2021

APPROVAL OF HEALTH CARE PREMIUM RATES FOR SCOTT COUNTY EMPLOYEES IN CALENDAR YEAR 2022

BE IT RESOLVED BY the Scott County Board of Supervisors as follows:

Section 1. The following schedule of single health care premium rates for Scott County employees in calendar year 2022 is hereby approved:

Health/Pharmaceutical	\$ 37.62 / mo
Dental	\$ 1.56 / mo
Avesis Vision	\$ 0.38 / mo

Section 2. The following schedule of family health care premium rates for Scott County employees in calendar year 2022 is hereby approved:

Health/Pharmaceutical	\$ 259.60 / mo
Dental	\$ 12.58 / mo
Avesis Vision	\$ 1.96 / mo

Section 3. Employee's opting to take the Dental supplemental plan shall pay an additional \$10.00/month for single or \$21.60/month for family coverage.

Section 4. This resolution shall take effect on January 1, 2022.