

# Rancho Santiago CCD Joint Benefits Committee

2025 Fiscal Impact with Final Rates

Date: July 25, 2024

Presenter:

Jeffrey Mizokawa, Vice President – Schools Practice Leader

April Shoeleh, Account Executive

Kim Gleeson, Assistant Vice President



# Agenda

2025 Renewals

Aetna Final Rates

JBC Next Steps

# 2025 RENEWALS

# 2025 Renewals

| Coverage                       | Plan                           | Renewal                                 |
|--------------------------------|--------------------------------|---|
| Medical                        | Anthem HMO (ASCIP)             | +1.7%                                   |
|                                | Anthem PPO (ASCIP)             | +1.7%                                   |
|                                | Kaiser HMO (ASCIP)             | +5.4%                                   |
| Retiree Medical (RetireeFirst) | Anthem Medicare Advantage Plan | Renewal Released Late-July/Early-August |
| Dental                         | Delta Dental PPO (CICCS)       | +3%                                     |
|                                | DeltaCare HMO (ASCIP)          | Rate Pass                               |
| Vision                         | VSP (CICCS)                    | +4.48%                                  |
| Basic Life                     | The Hartford                   | In The Middle Of Rate Guarantee         |

# Rate Comparison – Anthem HMO (Actives & Early Retirees)

| Anthem HMO                    | ASCIP           |            | ASCIP                |
|-------------------------------|-----------------|------------|----------------------|
|                               | Anthem          |            | Anthem               |
|                               | HMO             |            | HMO                  |
|                               | 2024 Current    |            | 2025 Renewal         |
| EE Only                       | 109             | \$804.55   | \$818.23             |
| EE + 1                        | 117             | \$1,687.98 | \$1,716.68           |
| EE + Family                   | 285             | \$2,411.93 | \$2,452.93           |
| Monthly Premium               | \$972,589.66    |            | \$989,123.68         |
| Annual Premium                | \$11,671,075.92 |            | \$11,869,484.16      |
| % Change Over Current         |                 |            | 1.7%                 |
| <b>\$ Change Over Current</b> |                 |            | <b>+\$198,408.24</b> |

# Rate Comparison – Anthem PPO (Actives & Early Retirees)

| Anthem PPO                    | ASCIP           |            | ASCIP                |
|-------------------------------|-----------------|------------|----------------------|
|                               | Anthem          |            | Anthem               |
|                               | PPO             |            | PPO                  |
|                               | 2024 Current    |            | 2025 Renewal         |
| EE Only                       | 146             | \$1,235.05 | \$1,256.05           |
| EE + 1                        | 191             | \$2,579.67 | \$2,623.52           |
| EE + Family                   | 73              | \$3,705.40 | \$3,768.39           |
| Monthly Premium               | \$943,528.47    |            | \$989,123.68         |
| Annual Premium                | \$11,322,341.64 |            | \$11,514,817.08      |
| % Change Over Current         |                 |            | 1.7%                 |
| <b>\$ Change Over Current</b> |                 |            | <b>+\$192,475.44</b> |

# Rate Comparison – Kaiser HMO (Actives & Early Retirees)

| Kaiser HMO                    | ASCIP          |            | ASCIP                |
|-------------------------------|----------------|------------|----------------------|
|                               | Kaiser         |            | Kaiser               |
|                               | HMO            |            | HMO                  |
|                               | 2024 Current   |            | 2025 Renewal         |
| EE Only                       | 100            | \$746.20   | \$786.38             |
| EE + 1                        | 57             | \$1,492.39 | \$1,572.75           |
| EE + Family                   | 104            | \$2,111.76 | \$2,225.44           |
| Monthly Premium               | \$379,309.27   |            | \$399,730.51         |
| Annual Premium                | \$4,551,711.24 |            | \$4,796,766.12       |
| % Change Over Current         |                |            | 5.4%                 |
| <b>\$ Change Over Current</b> |                |            | <b>+\$245,054.88</b> |

# Rate Comparison – Delta Dental PPO (CICCS)

| Dental PPO<br>(Actives & Retirees) | CICCS          |          | CICCS               |
|------------------------------------|----------------|----------|---------------------|
|                                    | Delta Dental   |          | Delta Dental        |
|                                    | PPO            |          | PPO                 |
|                                    | 2024 Current   |          | 2025 Renewal        |
| EE Only                            | 392            | \$51.16  | \$52.69             |
| EE + 1                             | 459            | \$103.50 | \$106.61            |
| EE + Family                        | 344            | \$166.32 | \$171.31            |
| Monthly Premium                    | \$124,775.30   |          | \$128,519.11        |
| Annual Premium                     | \$1,497,303.60 |          | \$1,542,229.32      |
| % Change Over Current              |                |          | 3%                  |
| <b>\$ Change Over Current</b>      |                |          | <b>+\$44,925.72</b> |

# Rate Comparison – VSP Vision (CICCS)

| Vision<br>(Actives & Retirees) | CICCS        |         | CICCS              |
|--------------------------------|--------------|---------|--------------------|
|                                | VSP          |         | VSP                |
|                                | 2024 Current |         | 2025 Renewal       |
| EE Only                        | 384          | \$10.30 | \$10.76            |
| EE + 1                         | 368          | \$16.48 | \$17.22            |
| EE + Family                    | 258          | \$26.80 | \$28.00            |
| Monthly Premium                | \$16,934.24  |         | \$17,692.80        |
| Annual Premium                 | \$203,210.88 |         | \$212,313.60       |
| % Change Over Current          |              |         | 4.48%              |
| <b>\$ Change Over Current</b>  |              |         | <b>+\$9,102.72</b> |

## EPIC Hearing Program

The EPIC Hearing program will continue to be bundled with the vision plan enrollment at no cost to the district. Any employee/dependent enrolled in vision, has access to the hearing benefit (*\$1000 per hearing aid per ear benefit*).

# Renewal Cost Summary

| Coverage               | Plan                     | 2024            | 2025            |
|------------------------|--------------------------|-----------------|-----------------|
| Medical                | Anthem HMO (ASCIP)       | \$11,671,075.92 | \$11,869,484.16 |
|                        | Anthem PPO (ASCIP)       | \$11,322,341.64 | \$11,514,817.08 |
|                        | Kaiser HMO (ASCIP)       | \$4,551,711.24  | \$4,796,766.12  |
| Annual Premium         |                          | \$27,545,128.80 | \$28,181,067.36 |
| % Change Over Current  |                          |                 | +2.3%           |
| \$ Change Over Current |                          |                 | +\$635,938.56   |
| Coverage               | Plan                     | 2024            | 2025            |
| Dental                 | Delta Dental PPO (CICCS) | \$1,497,303.60  | \$1,542,229.32  |
| Vision                 | VSP (CICCS)              | \$203,210.88    | \$212,313.60    |
| Annual Premium         |                          | \$1,700,514.48  | \$1,754,542.92  |
| % Change Over Current  |                          |                 | 3%              |
| \$ Change Over Current |                          |                 | +\$54,028.44    |

# 2025 AETNA FINAL RATES

# Rate Comparison – AETNA HMO & PPO (Actives & Early Retirees) Option 1

| Anthem HMO                    | ASCIP                |            | Direct to Carrier    |
|-------------------------------|----------------------|------------|----------------------|
|                               | Anthem               |            | AETNA                |
|                               | HMO                  |            | HMO                  |
|                               | 2025 Renewal         |            | 2025 Proposed        |
| EE Only                       | 109                  | \$818.23   | \$766.18             |
| EE + 1                        | 109                  | \$1,716.68 | \$1,607.48           |
| EE + Family                   | 280                  | \$2,452.93 | \$2,296.90           |
| Monthly Premium               | \$963,125.59         |            | \$901,860.94         |
| Annual Premium                | \$11,557,507.08      |            | \$10,822,331.28      |
| % Change Over Current         | +1.7%                |            | -4.77%               |
| <b>\$ Change Over Current</b> | <b>+\$193,193.04</b> |            | <b>-\$541,982.76</b> |

| Anthem PPO                    | ASCIP                |            | Direct to Carrier    |
|-------------------------------|----------------------|------------|----------------------|
|                               | Anthem               |            | AETNA                |
|                               | PPO                  |            | PPO                  |
|                               | 2025 Renewal         |            | 2025 Proposed        |
| EE Only                       | 161                  | \$1,256.05 | \$1,176.09           |
| EE + 1                        | 146                  | \$2,623.52 | \$2,456.51           |
| EE + Family                   | 69                   | \$3,768.39 | \$3,528.50           |
| Monthly Premium               | \$845,276.88         |            | \$791,467.45         |
| Annual Premium                | \$10,143,322.56      |            | \$9,497,609.40       |
| % Change Over Current         | +1.7%                |            | -4.77%               |
| <b>\$ Change Over Current</b> | <b>+\$169,552.92</b> |            | <b>-\$476,160.24</b> |

**Total Estimated Savings from Current**

**-\$1,018,143.00**

# Rate Comparison – AETNA HMO & PPO Option 2a

Quote #2 (a) - All Benefit Eligible Active Employees and Early Retirees except CSEA 579

| Anthem HMO                    | ASCIP          |            | Direct to Carrier    |
|-------------------------------|----------------|------------|----------------------|
|                               | Anthem         |            | AETNA                |
|                               | HMO            |            | HMO                  |
|                               | 2025 Renewal   |            | 2025 Proposed – 2a   |
| EE Only                       | 59             | \$818.23   | \$761.41             |
| EE + 1                        | 43             | \$1,716.68 | \$1,597.47           |
| EE + Family                   | 129            | \$2,452.93 | \$2,282.61           |
| Monthly Premium               | \$438,520.78   |            | \$408,071.09         |
| Annual Premium                | \$5,262,249.36 |            | \$4,896,853.08       |
| % Change Over Current         | +1.7%          |            | -5.36%               |
| <b>\$ Change Over Current</b> |                |            | <b>-\$277,433.64</b> |

| Anthem PPO                    | ASCIP          |             | Direct to Carrier    |
|-------------------------------|----------------|-------------|----------------------|
|                               | Anthem         |             | AETNA                |
|                               | PPO            |             | PPO                  |
|                               | 2025 Renewal   |             | 2025 Proposed – 2a   |
| EE Only                       | 106            | \$1,256.05  | \$1,168.77           |
| EE + 1                        | 95             | \$2,623.52  | \$2,452.12           |
| EE + Family                   | 63             | \$3,768.393 | \$3,503.80           |
| Monthly Premium               | \$619,784.27   |             | \$577,580.42         |
| Annual Premium                | \$7,437,411.24 |             | \$6,930,965.04       |
| % Change Over Current         | +1.7%          |             | -5.23%               |
| <b>\$ Change Over Current</b> |                |             | <b>-\$382,124.76</b> |

|   |                      |
|---|----------------------|
| <b>Total Estimated Savings from Current</b> | <b>-\$659,558.40</b> |
|---|----------------------|

# Rate Comparison – AETNA HMO & PPO Option 2b

Quote #2 (b) - All CSEA 579 Benefit Eligible Active Employees and Early Retirees

| Anthem HMO             | ASCIP          |            | Direct to Carrier  |
|------------------------|----------------|------------|--------------------|
|                        | Anthem         |            | AETNA              |
|                        | HMO            |            | HMO                |
|                        | 2025 Renewal   |            | 2025 Proposed – 2b |
| EE Only                | 50             | \$818.23   | \$851.82           |
| EE + 1                 | 66             | \$1,716.68 | \$1,787.16         |
| EE + Family            | 151            | \$2,452.93 | \$2,553.64         |
| Monthly Premium        | \$524,604.81   |            | \$546,143.20       |
| Annual Premium         | \$6,295,257.72 |            | \$6,553,718.40     |
| % Change Over Current  | +1.7%          |            | +5.88%             |
| \$ Change Over Current | +\$105,230.40  |            | +\$363,691.08      |

| Anthem PPO             | ASCIP          |             | Direct to Carrier  |
|------------------------|----------------|-------------|--------------------|
|                        | Anthem         |             | AETNA              |
|                        | PPO            |             | PPO                |
|                        | 2025 Renewal   |             | 2025 Proposed – 2b |
| EE Only                | 55             | \$1,256.05  | \$1307.55          |
| EE + 1                 | 51             | \$2,623.52  | \$2743.29          |
| EE + Family            | 6              | \$3,768.393 | \$3919.84          |
| Monthly Premium        | \$225,492.61   |             | \$235,342.08       |
| Annual Premium         | \$2,705,911.32 |             | \$2,824,104.96     |
| % Change Over Current  | +1.7%          |             | +6.14%             |
| \$ Change Over Current | +\$45,231.48   |             | +\$163,425.12      |

|  |                      |
|--|----------------------|
| <b>Total Estimated Increase from Current</b> | <b>+\$527,116.20</b> |
|--|----------------------|

# Rate Comparison – AETNA HMO & PPO (Actives & Early Retirees)

## Rate Cap – 9.9% rate cap for first renewal

| Anthem HMO             | ASCIP           |            | Direct to Carrier |
|------------------------|-----------------|------------|-------------------|
|                        | Anthem          |            | AETNA             |
|                        | HMO             |            | HMO               |
|                        | 2025 Renewal    |            | 2025 Proposed     |
| EE Only                | 109             | \$818.23   | \$789.17          |
| EE + 1                 | 109             | \$1,716.68 | \$1,655.70        |
| EE + Family            | 280             | \$2,452.93 | \$2,365.81        |
| Monthly Premium        | \$963,125.59    |            | \$928,916.77      |
| Annual Premium         | \$11,557,507.08 |            | \$11,147,001.22   |
| % Change Over Current  | +1.7%           |            | -1.91%            |
| \$ Change Over Current | +\$193,193.04   |            | -( \$217,312.82)  |

| Anthem PPO             | ASCIP           |            | Direct to Carrier |
|------------------------|-----------------|------------|-------------------|
|                        | Anthem          |            | AETNA             |
|                        | PPO             |            | PPO               |
|                        | 2025 Renewal    |            | 2025 Proposed     |
| EE Only                | 161             | \$1,256.05 | \$1,211.37        |
| EE + 1                 | 146             | \$2,623.52 | \$2,530.21        |
| EE + Family            | 69              | \$3,768.39 | \$3,634.36        |
| Monthly Premium        | \$845,276.88    |            | \$815,211.47      |
| Annual Premium         | \$10,143,322.56 |            | \$9,782,537.68    |
| % Change Over Current  | +1.7%           |            | -1.92%            |
| \$ Change Over Current | +\$169,552.92   |            | -( \$191,231.96)  |

**Total Estimated Savings from Current**

**-\$408,544.78**

# KAISER PROPOSAL

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# JBC NEXT STEPS & FUTURE MEETINGS

# JBC Meeting #4

| Item                  | Detail  |
|-----------------------|---|
| Purpose               | Presentation of Fiscal Impact with Final Rates from Selected Finalists and ASCIP Renewal  |
| Date                  | July 25, 2024 at 2 pm   |
| Keenan Responsibility | Work with finalists to obtain final binding quotes and perform a fiscal comparison against the ASCIP Renewal to provide transparency and education on fiscal impacts            |
| JBC Responsibility    | No Action will be taken by JBC. This meeting is informational and designed to provide transparency and final confirmation of the fiscal impacts of RFP finalist market options. |

# JBC Meeting #5

| Item                  | Detail  |
|-----------------------|---|
| Purpose               | Vote by JBC on Recommendation to the Chancellor   |
| Date                  | August 13, 2024 at 2 pm   |
| Keenan Responsibility | Keenan will work with RSCCD HR Office to facilitate meeting for JBC membership to cast final votes on recommendation to the Chancellor to be presented to RSCCD Board on September 9 <sup>th</sup> , 2024 |
| JBC Responsibility    | The JBC will be asked to cast their votes on the JBC recommendation to the Chancellor   |

**QUESTIONS?**