## **RESOLUTION R12-18**

## A RESOLUTION AUTHORIZING THE RENEWAL OF HEALTH INSURANCE FOR VILLAGE EMPLOYEES

Whereas, The Village of Covington deems it appropriate and necessary to maintain health insurance benefits for the Village of Covington's employees;

Whereas, the Village of Covington has been presented a renewal from Anthem Blue Cross and Blue Shield and Council has determined that Anthem Blue Cross and Blue Shield will provide insurance benefits at the most economical cost to the Village;

BE IT RESOLVED by the Legislative Authority of the Village of Covington, State of Ohio, that:

SECTION 1: that the Village Administrator along with the Fiscal Officer shall be authorized to enter into contracts with Anthem Blue Cross and Blue Shield to provide health, dental and vision insurance benefits for the Village of Covington's employees. Said contracts are more particularly described in Exhibit A.; and

SECTION 2: This Resolution shall take effect and be in force from and after the earliest period allowed by law.

APPROVED March 19, 2018:

Edward L. McCord, Mayor

R. Scott Tobias, President of Council

Brenda Carroll, Clerk / Fiscal Officer

## 2018 Health Insurance Renewal Executive summary

	2017 Current plan cost	2018 Proposed current plan renewal	2018 Proposed current plan renewal W/O spouce(s)
Annual cost to council	\$ 115,113.49	\$ 132,210.42	\$ 107,352.20
		Est. increase \$ 17,096.93	Est. Decrease \$ (7,761.28)

Renewal estimates assume all employees will continue their current plans.

Renewal estimates assume all cureently covered spouces have alternate coverage options.

										, A , A		В		Proposed					S	pouce option
							Pr	oposed 2018		15%		15%	20	18 Renewal	٠.٠.	15%		15%		proposed
							R	Renewal with	E	Employee	E	mployee	V	vith MEWA	Е	mployee	E	mployee	OV	erall monthly
Propose	d l	Renewal	20	)18			ľ	MEWA Plan		ontribution	Co	ontribution		Plan	Co	ontribution	C	ontribution	ŗ	olan savings
•														t the Gate						
												Increased						Increased		
		Current total mium including		Current		Annual Council	Re	newal Premium	Ð	enewal cost /		remium cost employee per			D.	enewal cost /		emium cost o employee		r de la company
2017 Employee Health	•	age provided life	еп			health		or the Current		to employee		mo over		opping Spouce				er mo over		
Insurance		ins.		MO @ 15%		savings		Pian		@ 15%		evious plan.		Coverage		@ 15%		evious plan.		
													1	<u>. 10                                   </u>	11.		2.			
1 - lumenos single	\$		\$	54.29	\$		\$	427.02			\$		\$	427.02			\$		\$	-
2 - lumenos single	\$		<del>69</del>	54.29	\$		\$	427.02			\$		\$	427.02		63.12			\$	-
3 - lumenos single	\$	368.17	\$	54.29	\$		\$	427.02	\$		\$	8.83	\$	427.02	မ	63.12			\$	-
4 - blue family	\$		\$	188.90	\$		\$	1,482.61	\$		\$	32.56	\$	1,057.45			\$		\$	(425.16)
5 - lumenos single	\$	368.17	_	54.29	\$	1,000	\$	427.02					\$	427.02		63.12			\$	-
6 - blue + spouse	\$		\$	134.50	\$	-	\$	1,057.45			\$		\$	484.50	_	71.74	_		\$	(572.95)
7 - lumenos single	\$		\$	54.29	\$	<u>-</u>	\$	427.02	_		\$	8.83	\$	427.02	\$		\$	8.83	\$	-
8 - blue employee+child	\$		\$	103.29	\$		\$	813.54	\$		\$	17.80	\$	813.54	\$		\$	17.80	\$	-
9 - Iumenos single	\$	365.99	\$	54.29	\$		\$	424.84	\$		\$	8.83	\$	424.84		63.12			\$	-
10-lumenos employee+Family		1,123.51	\$	167.59	\$		\$	1,305.16	\$		\$	27.25	\$	716.51			\$			(588.65)
11 - blue family	\$	1,265.56	\$	188.90	\$		\$	1,482.61	\$		\$	32.56	\$	1,057.45	\$		\$		\$	(425.16)
12 - lumenos single	\$		\$	54.29	\$		\$	427.02	\$		\$		\$	427.02	\$		\$		\$	•
13 - luminus employee+child	\$		\$	91.64	\$		\$	716.51	\$		\$	14.90	\$	716.51	\$	.,	\$		\$	-
14 - lumenos single	\$	368.17	\$	54.29	\$	1,000	\$	427.02	\$		\$	8.83	\$	427.02	\$	63.12	\$		\$	-
15 - Life only	\$	6.25	\$				\$	6.25	\$		\$		\$	6.25	\$	<u> </u>	\$		\$	-
16 - Life only	\$		\$	-			\$	6.25	\$		\$		\$	6.25	\$	y latue ≒it, at	\$		\$	-
17 - blue family	\$		\$	188.90	\$		\$	1,482.61	\$		\$	32.56	\$	1,057.45	\$	157.68	\$	(31.22)	\$	(425.16)
Monthly Cost	\$	10,090.80	\$	1,498.01	\$	12,000	\$	11,766.97		1,749.44	\$	251.43	\$	9,329.89		1,383.87	\$	(114.14)		
Annual Employee Cost			\$	17,976.11					. \$	20,993.22	:				\$	16,606.48			\$	(2,437.08)
Total Annual Plan Cost	\$	121,089.60					\$	141,203.64					\$	111,958.68						
Council Annual Cost	\$	115,113.49					\$	132,210.42			:		\$	107,352.20					\$	(29,244.96) Annua
	Cı	urrent 2017 F	Plai	1			20	018 Renewal												
					•															
												8 Annual								
													uncil Cost Est.							
													crease from 7 to 2018 W							
2018 Annual renewal increase							\$	17,096.93						ouce Option	æ	(7,761.28)				
	Ψ						Opt	ACC OPHON	Ψ	(1,101.20)										

annual with health savings cont (1k single, 2k family)

\$104.07 Village monthly exp for life insurance is included in this analysis