



## Board Report

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**File #:** 2018-0525, **File Type:** Contract

**Agenda Number:** 42.

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### REGULAR BOARD MEETING OCTOBER 25, 2018

**SUBJECT: GROUP INSURANCE PLANS**

**ACTION: APPROVE RECOMMENDATION**

#### **RECOMMENDATION**

AUTHORIZE the Chief Executive Officer to renew existing group insurance policies covering Non-Contract and AFSCME employees for the one-year period beginning January 1, 2019 as outlined in Attachment A.

#### **BACKGROUND**

A comprehensive package of health resources provides existing employees a foundation to maintain or improve health, and helps to attract and retain qualified employees. Los Angeles County Metropolitan Transportation Authority (LACMTA), including the Public Transportation Services Corporation (PTSC), seeks to offer benefit plans that promote efficient use of health resources and are cost effective for the company and our employees.

#### **DISCUSSION**

The Non-Contract Group Insurance Plan, a flexible benefits program, was implemented in August 1994. Roughly 99% of the employees covered by the benefit plans are PTSC employees. On an annual basis, employees are encouraged to review their enrollment and may choose medical, dental, vision, supplemental life, long-term disability, and accidental death and dismemberment plans that meet their needs. Alternatively, employees may opt to waive medical and/or dental coverage and receive a taxable cash benefit, provided proof of other medical coverage is submitted and the employee does not obtain subsidized coverage from an exchange. Employees may also participate in the flexible spending accounts, a vehicle to pay for certain out-of-pocket healthcare and dependent care expenses on a pre-tax basis.

The overall premium cost is a decrease of 2.9% for calendar year 2019. This reflects \$1.15 million in negotiated reductions from the initial renewal quotes. The recommended medical, dental, and vision premiums are shown on Attachment A. As previously established by the Chief Executive Officer, Non-Contract and AFSCME employees contribute 10% of the actual premium for each medical and dental plan selected. The monthly employee contributions are shown in Attachment B.

### **DETERMINATION OF SAFETY IMPACT**

Approval of this item will have no impact on safety.

### **FINANCIAL IMPACT**

Funding for the Non-contract and AFSCME group insurance plans is included in each department's FY19 budget and on the balance sheet for accrued retiree medical liabilities. Based on the current employee participation by plan, estimated employer costs of \$50.4 million, a decrease of \$1.5 million from 2018, are expected to be within the adopted budget of \$67.6 million.

Implementation of the 40% excise tax (Cadillac Tax), a part of Health Care Reform, continues to be postponed until 2020. The Cadillac Tax is intended to be assessed on the cost of coverage for health plans that exceed an annual limit, currently set at \$10,200 for individual coverage and \$27,500 for family coverage. For fully-insured plans like ours, the excise tax is the responsibility of the insurance carrier, though it is anticipated that carriers may pass these costs back to the employer. However, since there continues to be volatility related to healthcare reform and the excise tax does not take effect until 2020, we will continue to monitor regulatory requirements and evaluate our plan provisions such as copays, out-of-pocket maximums and other features in order to mitigate exposure to the excise tax.

### **IMPLEMENTATION OF STRATEGIC PLAN GOALS**

Recommendation supports strategic plan Goal #5 (Provide responsive, accountable, and trustworthy governance). By providing employee benefit plans supports the health and wellness, thereby allowing employees to focus on achieving the strategic goals of the agency.

### **ALTERNATIVES CONSIDERED**

With the favorable renewal on the plans for 2019, the postponement of the Excise Tax until 2020, and the general uncertainty over healthcare at this time, it is recommended that the current plan designs be renewed, thereby avoiding provider access/disruption for 2019.

The Board could decide to self-insure and self-administer health benefits. However, this is not recommended due to the resources required to establish the medical expertise and operational infrastructure required to review and process claims as well as the liability that would be assumed.

### **NEXT STEPS**

Upon approval, staff will conduct the annual open enrollment for Non Contract and AFSCME employees during November 2018 and implement elections effective January 1, 2019.

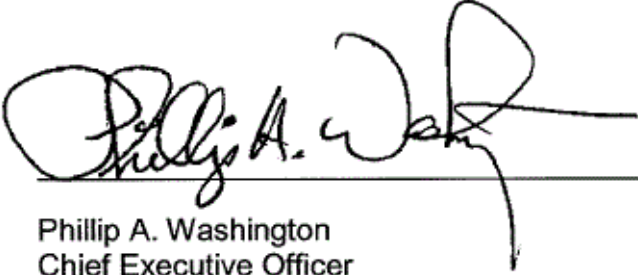
**ATTACHMENTS**

Attachment A - Monthly Premium Rates

Attachment B - Monthly Employee Contributions

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Phillip A. Washington  
Chief Executive Officer

## Proposed Monthly Premium Rates

Provider	Coverage Option	CY 2018	CY 2019	%Change	Est # of Employees (1/1/19)
Blue Cross (PPO)	Single	\$1,277.89	\$1,226.77	-4.00%	228
	Couple	\$2,572.36	\$2,469.47	-4.00%	215
	Family	\$3,450.27	\$3,312.26	-4.00%	290
Blue Cross (HMO)	Single	\$795.45	\$775.57	-2.50%	90
	Couple	\$1,670.44	\$1,628.68	-2.50%	63
	Family	\$2,386.19	\$2,326.53	-2.50%	176
Kaiser (HMO)	Single	\$683.20	\$671.35	-1.74%	357
	Couple	\$1,366.41	\$1,342.70	-1.74%	256
	Family	\$1,933.47	\$1,899.92	-1.74%	447
Delta Dental (PPO)	Single	\$57.20	\$53.02	-7.30%	458
	Couple	\$99.41	\$92.15	-7.30%	572
	Family	\$149.37	\$138.47	-7.30%	708
DeltaCare (DHMO)	Single	\$20.21	\$20.21	0.00%	101
	Couple	\$36.71	\$36.71	0.00%	59
	Family	\$54.32	\$54.32	0.00%	129
Dental Health Services (DHMO)	Single	\$16.82	\$16.82	0.00%	71
	Couple	\$32.60	\$32.60	0.00%	47
	Family	\$49.15	\$49.15	0.00%	113
Vision Service Plan	Single	\$10.15	\$10.15	0.00%	302
	Couple	\$14.68	\$14.68	0.00%	298
	Family	\$26.30	\$26.30	0.00%	481
Voluntary Waiver of Coverage:*					
Medical		\$251.00	\$244.00		166
Dental		\$36.00	\$35.00		93
* Waiver of Medical coverage requires proof of alternative coverage.					



## Proposed Monthly Employee Contributions

<b>Provider</b>	<b>Coverage Option</b>	<b>NC &amp; AFSCME Employee Contribution (Current)</b>	<b>NC &amp; AFSCME Employee Contribution (Proposed) Effective 1/1/19</b>	<b>Change</b>
Blue Cross (PPO)	Single	\$128.00	\$123.00	-\$ 5.00
	Couple	\$257.00	\$247.00	-\$10.00
	Family	\$345.00	\$331.00	-\$14.00
Blue Cross (HMO)	Single	\$80.00	\$78.00	-\$2.00
	Couple	\$167.00	\$163.00	-\$4.00
	Family	\$239.00	\$233.00	-\$6.00
Kaiser (HMO)	Single	\$68.00	\$67.00	-\$1.00
	Couple	\$137.00	\$134.00	-\$3.00
	Family	\$193.00	\$190.00	-\$3.00
Delta Dental (PPO)	Single	\$6.00	\$5.00	-\$1.00
	Couple	\$10.00	\$9.00	-\$1.00
	Family	\$15.00	\$14.00	-\$1.00
DeltaCare (DHMO)	Single	\$2.00	\$2.00	\$0.00
	Couple	\$4.00	\$4.00	\$0.00
	Family	\$5.00	\$5.00	\$0.00
Dental Health Services (DHMO)	Single	\$2.00	\$2.00	\$0.00
	Couple	\$3.00	\$3.00	\$0.00
	Family	\$5.00	\$5.00	\$0.00
Vision Service Plan	Single	\$1.00	\$1.00	\$0.00
	Couple	\$1.00	\$1.00	\$0.00
	Family	\$3.00	\$3.00	\$0.00

Non-Contract and AFSCME Employees contribute 10% (rounded to the nearest whole dollar) towards their individually selected plan's medical and dental premiums