Benefit and Contribution Changes Recommended for FY 2018	Requires Amendment to Retiree Resolution 388-2013	Decrease Expense by: $3.3 Million	Recommended by Committee by Majority Vote	VOTE MARGIN														FY 2019 Projected Savings	FY 2020 Projected Savings	FY 2018 Running TOTAL
Items shown as the same color are mutually exclusive. Therefore, you cannot say yes to each one of them.																				
Select only the one you're in favor of.																				
This is applicable to:																				
• For Retirees: Option 4 or 4A or 11 or 17 or 25 or 26 or no to all five																				
• For Dependents of Retirees: Option 6 or 6A or no to both		Projected FY Impact	Y or N		Shelia Barker	Cathy Crane	Joyce Griffin	DeeDee Harnish/Denise Knowles	Stephen Meredith	Donna Moore	Pam Radloff	Rebecca Roberts	Jorge Swaby	Mark Thompson	Irene Toner	Kim Trullender	Michelle Yzenas			
• For Pre-65 Retirees: Option 7 or 8 or no to both																				
• For Dependent Subsidy: Option 5 or 10 or no to both																				
• For Active Employee: Option 9 or 24 or no to both																				
• For future hire dependent subsidy: Option 16 or 32 or no to both																				
• For Dual Option plans: Option 12 or 13 or 14 or 33 or no to all four																				
• For Pharmacy Changes: Option 21 or 34 or no to both																				
																				$3,334,116
Benefit Changes																				
1. Increase Deductible from $400/$800 to $600/$1200		$282,831	NO	NO=11 YES=2	NO	NO	NO	NO	YES	NO	YES	NO	NO	NO	NO	NO	NO	$376,165	$381,808	$3,334,116
2. Increase Specialist copay from $25 to $50		$84,849	YES	YES=11 NO=2	YES	YES	YES	YES	YES	NO	YES	NO	YES	YES	YES	YES	YES	$112,849	$113,978	$3,334,116
2A. Increase Urgent Care copay from $25 to $50		$9,428	YES	YES=8 NO=5	YES	NO	YES	YES	YES	NO	NO	YES	YES	NO	YES	NO	YES	$12,539	$12,664	$3,334,116
3. Add $100 pharmacy deductible per individual		$162,366	NO	NO=8 YES=5	YES	NO	YES	NO	YES	NO	YES	YES	NO	NO	NO	NO	NO	$215,947	$218,106	$3,334,116
22. Increase brand drug copays to $60/$100 (30 day) and $150/$250 (90 day)		$69,861	NO	NO-11 YES=2	NO	NO	NO	YES	YES	NO	NO	NO	NO	NO	NO	NO	NO	$92,915	$92,915	$3,334,116
23. Increase specialty drug copay to 25% to maximum of $300		$16,438	NO	NO=10 YES=3	NO	NO	NO	YES	YES	NO	NO	NO	NO	YES	NO	NO	NO	$22,955	$24,562	$3,334,116
29. Change PCP, Behavioral Health and Pre/Post Natal Care Copay to $30		$23,287	YES	YES=9 NO=4	NO	NO	YES	YES	YES	YES	YES	YES	YES	NO	NO	YES	YES	$31,281	$31,594	$3,334,116
30. Add $10 copay for Independent Clinical Lab (Quest)		$8,537	YES	YES=12 NO=1	YES	NO	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	$11,355	$11,355	$3,334,116
31. Increase Generic Drug Copay to $15		$86,299	YES	YES=13	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	$117,073	$119,414	$3,334,116
Contribution Changes																				
6. No Subsidy for Dependents of Any Retirees		$459,378	NO	NO=12 YES=1	NO	NO	NO	NO	NO	NO	NO	NO	NO	YES	NO	NO	NO	$641,521	$686,428	$3,334,116
6A. 40% Subsidy for Dependents of Retirees (Excluding Medicare Eligible Spouses)		$134,325	NO	NO=9 YES=4	NO	NO	NO	YES	YES	NO	YES	NO	YES	NO	NO	NO	NO	$187,585	$200,716	$3,334,116
18. Spouses of Retirees Pay 100% of Actuarial Rate if Spouse has Access to Coverage Through His/Her Own Employer.		$13,662	YES	YES=12 NO=1	YES	NO	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	$18,216	$18,216	$3,334,116
27. New hires pay $75 for EE Coverage		$19,778	YES	YES=12 NO=1	YES	YES	YES	YES	YES	YES	YES	YES	YES	NO	YES	YES	YES	$69,551	$111,858	$3,334,116
28. Add $100 per month smoker surcharge * Prior to voting Cathy Crane made a motion to have this read: Add $ 150.00 per month smoker surcharge. Sheila Barker seconded the motion. Motion passed. Yes=12 No=1 and 1-Not Present to Participate.		$167,175	YES	YES=11 NO=1 NP=1	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	NP	NO	$219,418	$215,937	$3,334,116
5. Reset Dependent Contributions to 50% of Actuarial Rate at Current Higher Costs (currently 40%)		$373,230	NO	NO=9 YES=4	NO	NO	YES	NO	YES	NO	YES	NO	YES	NO	NO	NO	NO	$521,216	$557,701	$3,334,116
10. Reset Dependent Contributions to 60% of Actuarial Rates (currently 40%)		$599,868	NO	NO=12 YES=1	NO	NO	NO	NO	YES	NO	NO	NO	NO	NO	NO	NO	NO	$837,716	$896,356	$3,334,116
7. No subsidy for Pre-65 Retirees		$1,311,728	NO	NO=13	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	$1,831,827	$1,960,055	$3,334,116
7A. Scaled Subsidy for Retirees		$772,119	NO	NO=7 YES=6	NO	NO	NO	YES	YES	NO	NO	YES	YES	YES	NO	NO	YES	$1,123,572	$1,221,540	$3,334,116
8. Pre 65 Retirees Pay 50% of Actuarial Rate		$621,033	NO	NO=11 YES=4	NO	NO	NO	NO	YES	NO	NO	NO	YES	NO	NO	NO	NO	$867,272	$927,981	$3,334,116
9. Active Employees Pay $50/75 for Employee Coverage		$263,025	YES	YES=8 NO=5	YES	YES	YES	YES	YES	NO	NO	YES	YES	NO	YES	NO	NO	$349,823	$349,823	$3,334,116
24. Increase active EE contributions from $25/$50 to $65/$95 (10% of actuarial value)		$442,440	NO	NO=12 YES=1	NO	NO	NO	NO	NO	NO	YES	NO	NO	NO	NO	NO	NO	$617,867	$661,118	$3,334,116
4. Change Full Annual Amount of Health Insurance to Medicare Eligible Retirees ($697)		$1,312,500	NO	NO=13	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	$1,750,000	$1,750,000	$3,334,116
4A. Provide a Flat $250 Subsidy to Medicare Eligible Retirees ($697 - $250 = $447)		$841,521	NO	NO=10 YES=3	NO	NO	NO	NO	YES	NO	NO	NO	NO	YES	NO	NO	YES	$1,178,130	$1,237,036	$3,334,116
11. Set Premium for Retiree Only Coverage to a Flat $200 for Rule of 70 Retirees		$272,025	YES	YES=9 NO=4	NO	NO	YES	YES	YES	YES	YES	YES	YES	YES	NO	NO	YES	$361,793	$361,793	$3,334,116
17. Increase Retiree Contributions to a flat $150 for Rule of 70 Retirees		$204,750	NO	NO=9 YES=4	YES	YES	NO	NO	NO	NO	YES	YES	NO	NO	NO	NO	NO	$273,000	$273,000	$3,334,116
25. Increase Retiree Contributions to 20% of Actuarial Value for Rule of 70 Retirees ($207 <65, $139 65+)		$124,963	NO	NO=13	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	$174,510	$186,726	$3,334,116
26. Change Retiree Contributions to $150 for 10 - 20 YOS and $50 for 20+ YOS for Rule of 70 Retirees		$48,870	NO	NO=13	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	$64,997	$64,997	$3,334,116
16. Discontinue Dependent Subsidy for employees hired after 10/1/17		$139,209	NO	NO=12 YES=1	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	YES	NO	$590,866	$997,202	$3,334,116
32. Reduce Dependent Subsidy for Future Hires to 50%		$36,706	YES	YES=10 NO=4	YES	YES	YES	YES	YES	YES	YES	YES	YES	NO	YES	NO	NO	$155,795	$262,934	$3,334,116
12. Dual Option HSA		$729,734	NO	NO=7 YES=5	YES	NO	NO	NO	YES	NO	YES	NO	NO	NO	YES	NO	YES	$1,019,073	$1,090,408	$3,334,116
13. Dual Option HSA with retirees getting high deductible plan at no cost		$732,955	YES	YES=8 NO=5	YES	NO	NO	YES	YES	NO	YES	YES	YES	NO	NO	YES	YES	$1,023,572	$1,095,222	$3,334,116
14. Dual Option like MCSB		$573,964	NO	NO=12 YES=1	YES	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	$801,541	$857,649	$3,334,116
33. Dual Option with HRA (Assume same plan design as HSA option 12)		$760,335			NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	$1,061,808	$1,136,135	$3,334,116
Plan Management/Administration Changes																				
15. Change Medicare Retiree Drug Coverage from RDS to EGWP		$250,000	YES	YES=9 NO=4	NO	YES	NO	YES	YES	NO	YES	YES	YES	YES	NO	YES	YES	$250,000	$250,000	$3,334,116
19. Conduct Dependent Eligibility Audit (estimated 4% of Dependent claims)		$195,848	YES	YES=13	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	$273,501	$292,646	$3,334,116
20. Mandatory Generic Pharmacy Benefit		$24,709	NO	NO=9 YES=4	YES	NO	NO	YES	YES	NO	NO	NO	NO	NO	NO	YES	NO	$34,506	$36,921	$3,334,116
21. Expanded Mandatory Step Therapy		$16,473	NO	NO=9 YES=4	YES	NO	NO	YES	YES	NO	NO	NO	YES	NO	NO	NO	NO	$23,004	$24,614	$3,334,116
34. Adopt Envision Select Formulary		$164,360	NO	NO=9 YES=4	NO	NO	NO	NO	YES	NO	NO	NO	YES	YES	NO	YES	NO	$229,529	$245,596	$3,334,116
35. Mandatory 90-day Scripts for Maintenance with Narrower 90-day Retail Network		$142,920	YES	YES=9 NO=4	NO	YES	YES	YES	YES	YES	NO	NO	YES	YES	NO	YES	YES	$199,587	$213,559	$3,334,116