



# Buncombe County Government

*George Wood*  
*Interim County Manager*

September 26, 2018

Memo to: Board of Commissioners

From: George Wood, Interim County Manager *GW*

Re: A La Carte Health Plan Options

Some of you asked at the last meeting that we provide you with the cost savings for various possible changes to the 3 existing health care plans. Enclosed is a spreadsheet showing those potential savings. Curt Euler was in charge of providing this, so if you have any questions regarding specific items, please call him for clarification.

# A La Carte Health Plan Options

Component	Plan Adjustment	County Recoupment (based on 2017 plan data)	Cost to County
<b>Prescriptions</b>			
	Change prescription copays with \$10 per drug increase	\$ 300,000	
	Change formulary from MAC C -> MAC B	\$ 65,000	
	Change formulary from MAC C -> MAC A	\$ 130,000	
<b>Premiums - Employee and Employee Plus</b>			
	Increase \$10 per pay check (\$260/year)	\$ 395,720	
	Increase \$20 per pay check (\$520/year)	\$ 791,440	
	Increase \$30 per pay check (\$780/year)	\$ 1,187,160	
<b>Premiums - Employee Plus Only (no change to Employee only )</b>			
	Increase \$10 per pay check	\$ 282,620	
	Increase \$20 per pay check	\$ 565,240	
	Increase \$30 per pay check	\$ 847,860	
<b>Deductibles</b>			
	Increase \$100	\$ 68,397	
	Increase \$200	\$ 119,496	
	Increase \$300	\$ 161,836	
<b>Out of Pocket Max</b>			
	Increase \$500	\$ 145,000	
	Increase \$1,000	\$ 290,000	
	Increase \$2,000	\$ 580,000	
<b>Coinsurance</b>			
	Change Standard Plan from 95/5 -> 85/15	\$ 136,000	
<b>Plan Offering</b>			
	Remove Standard Plan (move participants to Buy-Up, excludes premiums)	\$ 577,000	
	Proposed PPO and Consumer Driven only	\$ 1,243,000	
<b>Health Savings Account</b>			
	\$1,000 to Consumer Driven Plan participants (10% participation)		\$ 169,200
	\$1,500 to Consumer Driven Plan participants (10% participation)		\$ 253,800
	\$1,500 to Employee Only, \$3,000 to Employee Plus participants (10% participation)		\$ 413,700

# Current and Proposed Health Plans

	Standard 95/5	Buy Up 80/20	Core 70/30	Proposed 80/20 (PPO)	Consumer Directed 80/20 (HDHP)
<b>Co-Payment</b>					
Primary Care Physician	\$ 25	\$ 25	\$ 25	\$ 25	20% after deductible
Specialist	\$ 40	\$ 40	\$ 40	\$ 40	20% after deductible
<b>Aggregate Deductible</b>					
Employee Only	\$ 300	\$ 400	\$ 650	\$ 750	\$ 1,500
Employee Plus	\$ 600	\$ 750	\$ 1,000	\$ 1,500	\$ 3,000
<b>TOTAL Out of Pocket Max</b>					
Employee Only	\$ 750	\$ 1,150	\$ 1,900	\$ 1,900	\$ 3,000
Employee Plus	\$ 1,500	\$ 2,500	\$ 3,750	\$ 3,800	\$ 6,000
<b>Annual Premium</b>					
Employee Only	\$ 650	\$ 910	\$ 520	\$ 572	\$ 286
Employee + 1 Child	\$ 1,040	\$ 2,080	\$ 1,040	\$ 915	\$ 458
Employee + Children	\$ 1,820	\$ 2,470	\$ 1,690	\$ 1,602	\$ 801
Employee + Spouse	\$ 1,690	\$ 2,210	\$ 1,300	\$ 1,487	\$ 744
Family	\$ 1,820	\$ 2,470	\$ 1,690	\$ 1,602	\$ 801
<b>Emergency Care Co-Pay</b>					
Urgent Care	\$ 40	\$ 40	\$ 40	\$ 40	20% after deductible
Emergency Room	\$ 150	\$ 150	\$ 150	\$ 250	20% after deductible
<b>County Funding for Health Savings Account</b>					
Employee Only					\$ 1,000
Employee Plus					\$ 1,000