



Madison County Board of Supervisors Admin/Reinsurance Cost Analysis

RECOMMEND

| | CURRENT | RENEWAL | RENEWAL OPTION |
|---|---------------------------------------|---------------------------------------|---------------------------------------|
| SPECIFIC EXCESS COVERAGE | 2023 Reunion- BerkshireHathaway | 2024 Reunion- BerkshireHathaway | 2024 Reunion- BerkshireHathaway |
| <i>Coverages</i> | <i>Medical & Rx</i> | <i>Medical & Rx</i> | <i>Medical & Rx</i> |
| <i>Contract Basis</i> | <u>24/12</u> | <u>24/12</u> | <u>24/12</u> |
| Individual Specific Deductible | \$ 100,000 | \$ 100,000 | \$ 150,000 |
| Limit of Liability Per Covered Person | Unlimited | Unlimited | Unlimited |
| Aggregating Specific Deductible | \$ 90,000 | \$ 90,000 | \$ 90,000 |
| Employees without dependents * | 277 | 277 | 277 |
| Families (including employees)* | 152 | 152 | 152 |
| Monthly Premium Rates - Single | \$ 58.13 | \$ 74.32 | \$ 51.54 |
| Monthly Premium Rates - Family | \$ 145.31 | \$ 185.78 | \$ 128.84 |
| Estimated Annual Specific Premium | \$ 458,270 | \$ 585,902 | \$ 406,323 |
| ADMINISTRATIVE FEES | | | |
| Medical Claims Admin - (PEPM) | \$ 34.86 | \$ 36.22 | \$ 36.22 |
| Reinsurance interface fee | \$ 2.50 | \$ 2.50 | \$ 2.50 |
| Estimated Annual Admin Cost | \$ 192,329 | \$ 199,331 | \$ 199,331 |
| Projected Annual Rebates | | -\$460,000.00 | -\$460,000.00 |
| Minimum annual cost (\$-0- claims) | \$ 650,599 | \$ 325,233 | \$ 145,654 |
| Maximum annual cost | \$ 1,115,599 | \$ 1,340,233 | \$ 1,160,654 |

Carriers that declined: Uncompetitive
Tokio Marine, UHC, Zurich, Sun Life, Xchange Benefits, Berkley, Amwins, UnityRe
 * 12% increase in members on the plan since last year

**Madison County BOS
2024 COBRA Cost Analysis**

RECOMMEND

| | Current / Renewal WageWorks | Option 1 TASC | Option 2 Clarity |
|--|--------------------------------|---|---------------------|
| COBRA Pricing | | | |
| Implementation / Plan Set-Up Fee (one-time charge) | | \$125 | Waived |
| Annual Renewal Fee | | \$60 | \$0 |
| Administration Fee (PEPM) | \$0.76 | \$0.65 | \$0.70 |
| Minimum Monthly Administration Fee | | \$100 | \$50 |
| Qualified Beneficiary Takeover Fee (one-time charge) | | \$30 / TQB | N/A |
| COBRA Services | | | |
| Prepare and Mail Election Notices | | Included | Included (postage) |
| Initial Rights Notices | | Included | Included (postage) |
| Online Portal Access | | Included (mobile app also available) | Included |
| Monthly Premium Collection & Disbursement | | Included | Included |
| <p>DECLINED TO QUOTE: American Benefit Administrators (no quote received)</p> | | | |

**Madison County BOS
2024 FMLA Cost Analysis**

| | RECOMMEND | |
|--|---|--|
| | Option 1 TASC | Option 2 ComPsych / FMLASource |
| FMLA Pricing | | |
| Leave Management Services | <p>\$1.60 PEPM (\$300 monthly minimum) - Ease Plus</p> <p>\$2.50 PEPM (\$325 monthly minimum) - Ease Plus w/ Absence Management</p> | \$3.89 PEPM |
| Takeover and Historical Data Processing | N/A | \$100/claim |
| Implementation Fee | Waived | \$2,750 |
| Minimum Fee | <p>\$300 Monthly - Ease Plus</p> <p>\$325 Monthly - Ease Plus w/ Absence Management</p> | \$7,500 Annually |
| Optional Services & Additional Fees | | |
| | <p>\$175/hour programming fee</p> <ul style="list-style-type: none"> - Updating & Script revision after going live - Customization of documentation | Non-FMLA leave tracking (bereavement, personal leave of absence, paid medical leave, other company leave) - \$0.12 PEPM per leave type tracked |
| | Additional Languages for phone line - \$1,000 for Spanish (other languages quoted) | |
| | \$1,700 one-time fee for mid-implementation cancellation or if group fails to complete implementation within 12 weeks or less | Requires a three-year minimum agreement. A five-year guaranteed contract is available with a five-year guaranteed rate. |
| <p>DECLINED TO QUOTE: American Benefit Administrators (no quote received)</p> | | |