



2025 BENEFITS FUNDING RECOMMENDATIONS

OCTOBER 15, 2024

2025 FUNDING RENEWAL & RECOMMENDATIONS

- Funding projections show 13.4% increase needed for 2025 medical plan funding
 - Analysis included review of actual utilization, SLCo trends as well as carrier trends & inflation
 - Increase necessary to maintain appropriate funding to pay anticipated claims and maintain required reserve balance
- Recommendations to achieve funding increase of 8%
 - Draw from excess reserves
 - Deductibles increase on both HDHP and PPO plans by \$500/\$1000
 - Impact to 10% of population vs. premium impact to all
- Continue all other core & voluntary plans without change

2025 FUNDING RECOMMENDATIONS & RENEWALS

Benefit	#EEs*	Recommendation	Projected Total Cost	YOY Increase	SLCo Cost
Medical	3804	Increase annual funding by 8%	\$59,374,153	\$4,398,085	\$56,602,752
Health Savings (HSA)	3036	Continue annual contribution of \$600/Single & \$1200/Family	\$2,952,000	0%	\$2,952,000
Dental	3566	Rate hold. No change to plan design or funding.	\$3,541,740	0%	\$2,833,392
Employee Assistance Program (EAP)	3928	Rate hold. No change to plan design or funding.	\$246,993	0%	\$246,993
Basic Life	3928	Rate hold. No change to plan design or funding.	\$205,042	\$0	\$205,042
Long Term Disability	3928	Rate hold. No change to plan design or funding.	\$1,155,540	0%	\$1,155,540
Onsite Clinic		Rate hold. No change to plan design or funding.	\$645,310	0%	Included in Medical

Total SLCo Cost: \$63,995,719

*Based on enrollments as of 9/1/2024

IMPACT TO EMPLOYEE DEDUCTIONS

2024 Rates

PPO Plan	Rate
Employee	\$146
Employee & One	\$320
Employee & Two+	\$431

2025 Renewal (13.4%)

PPO Plan	Rate
Employee	\$165
Employee & One	\$362
Employee & Two+	\$488

With Plan Changes (8%)

PPO Plan	Rate
Employee	\$156
Employee & One	\$342
Employee & Two+	\$460

HDHP Plan	Rate
Employee	\$0
Employee & One	\$0
Employee & Two+	\$0

HDHP Plan	Rate
Employee	\$0
Employee & One	\$0
Employee & Two+	\$0

HDHP Plan	Rate
Employee	\$0
Employee & One	\$0
Employee & Two+	\$0

Savings for plan design changes are specific to plan and can be made independent of each other

PPO design change reduces premium cost to both County and employee

HDHP savings is realized to the plan only as HDHP enrollees already pay \$0 for premiums

2025 RECOMMENDATION FOR CONTINUING BENEFITS

Benefits is recommending the following programs continue to be offered in 2025. There is no change in cost to the County or employees for any of the voluntary insurance benefits.

Benefit	Recommendation
Vision	<ul style="list-style-type: none"> No change to offered benefit 100% Employee-paid premium
Flexible Spending (FSA)	<ul style="list-style-type: none"> No change to offered benefit 100% Employee-paid contribution
Short Term Disability	<ul style="list-style-type: none"> No change to offered benefit 100% Employee-paid contribution
Voluntary Life	<ul style="list-style-type: none"> No change to offered benefit 100% Employee-paid contribution
Tuition Reimbursement	<ul style="list-style-type: none"> No change to offered benefit Up to IRS non-taxable limit of \$5250
Employee Wellness	<ul style="list-style-type: none"> No change to offered benefit

Benefit	Recommendation
Voluntary Insurance - Auto & Home - Accident - Critical Illness - Hospital Indemnity - Identity Theft - Legal - Pet Insurance - Student Loan Assistance	<ul style="list-style-type: none"> No change to offered benefits All 100% employee-paid premium
Retirement	<ul style="list-style-type: none"> No change to offered benefit
Employee Discount at County Facilities	<ul style="list-style-type: none"> No change to offered benefit
UTA Discounts	<ul style="list-style-type: none"> No change to offered benefit