



NOTICE OF PUBLIC MEETING

**Thursday, May 28, 2020
CITY COUNCIL CHAMBERS
680 Park Avenue
Idaho Falls, ID 83402
6:00 p.m.**

The public is invited to observe City Council Work Sessions. However, to observe appropriate social distancing guidelines, as recommended by the Centers for Disease Control and Prevention (CDC), the public is encouraged to view this meeting via livestream on the City's website at <https://www.idahofallsidaho.gov/429/Live-Stream>. The agenda does not include an opportunity for public interaction.

This meeting may be cancelled or recessed to a later time in accordance with law. If you need communication aids or services or other physical accommodations to participate or access this meeting or program of the City of Idaho Falls, you may contact City Clerk Kathy Hampton at 612-8414 or the ADA Coordinator Lisa Farris at 612-8323 as soon as possible and they will accommodate your needs.

SPECIAL COUNCIL WORK SESSION

Call to Order and Roll Call

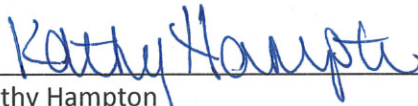
Mayor:

-Announcements, Opening Remarks

Human Resources:

-Presentation and Discussion of City Employees' Health Insurance Renewal, Fiscal Year 2020-2021 (120)

DATED this 27th day of May, 2020



Kathy Hampton
City Clerk

Option Matrix

	PPO	HSA	Total Cost		Increase		PPO Out of Pocket Increase (1)		PPO RX Deductible Increase (2)		PPO Copay Increase (3)		HSA Out of Pocket Increase (4)	
			Percentage Ratios	City	Employee	City	Employee	City	Employee	City	Employee	City	Employee	City
Scenario 1 Current Ratio Split No Plan Changes	89/11	95/5	11,352,856	1,291,080	1,316,829	141,517	-	-	-	-	-	-	-	-
Scenario 1-1 Current Ratio Split All Plan Changes	89/11	95/5	10,665,735	1,210,826	629,708	61,263	238,959	29,534	302,681	37,410	79,653	9,845	65,828	3,465
Scenario 2-2 Moderate Split All Plan Changes	87/13	94/6	10,473,840	1,402,722	437,813	253,159	233,589	34,904	295,879	44,212	77,863	11,635	65,482	3,811
Scenario 3-3 50/50 Increase Split Emp & City - All Plan Changes	86/14	94/6	10,371,289	1,505,272	335,262	355,709	230,904	37,589	292,478	47,613	76,968	12,530	65,135	4,158

Blue Cross Plan Option Changes		
PPO	1	Individual Out of Pocket Changed to \$2,500. (3% PPO Decrease - \$268,492.82)
PPO	2	Rx Copays Changed to \$10/\$20/\$30/\$50/\$150/\$250 and Rx Brand Deductible \$250. (3.8% PPO Decrease- \$340,090.91)
PPO	3	Office Visit Copays Change to- Choice Docs: Tier 1 \$20 PCP/ \$40 Specialist, Tier 2 \$40 PCP/\$60 Specialist. (1.0% PPO Decrease- \$89,497.61)
HSA	4	Individual Out of Pocket Change to \$4,800 (2.8% HSA Decrease- \$69,292.68)

*All Projected savings are related to the number of employee's election of plans. Any changes to the number of employee's electing plans would change the estimates.

2020/2021 City of Idaho Falls
Scenario 1 (Current Ratio 89/11 & 95/5 No Plan Changes)

PPO(Health/Vision/Dental)		Proposed Plan			Difference			
		Monthly			Monthly City Change	City % Increase	Monthly Employee Change	Employee % Increase
	City	Employee	Total					
67	Employee	638.37	78.90	717.27	75.30	13.37%	9.31	13.38%
85	Employee & Spouse	1,350.66	166.93	1,517.59	162.08	13.64%	20.03	13.64%
18	Employee +1 Child	901.67	111.44	1,013.11	104.71	13.14%	12.94	13.14%
23	Employee +2+ Children	1,298.03	160.43	1,458.46	148.45	12.91%	18.35	12.92%
206	Family	1,943.49	240.21	2,183.70	230.93	13.48%	28.54	13.48%

HSA (Health/Vision/Dental)		Proposed Plan			Difference			
		Monthly			Monthly City Change	City % Increase	Monthly Employee Change	Employee % Increase
	City	Employee	Total					
42	Employee	566.31	29.81	596.12	65.36	13.05%	3.44	13.03%
8	Employee & Spouse	1,193.96	62.84	1,256.80	140.69	13.36%	7.40	13.35%
5	Employee +1 Child	802.41	42.23	844.64	90.89	12.77%	4.78	12.77%
6	Employee +2+ Children	1,158.62	60.98	1,219.60	128.86	12.51%	6.78	12.51%
53	Family	1,721.51	90.61	1,812.12	200.45	13.18%	10.55	13.17%

	Current	Proposed	Difference
Annual City PPO Cost	\$ 7,506,796.44	\$ 8,524,611.42	\$ 1,017,814.98
Annual City HSA Cost	2,228,230.56	\$ 2,527,244.14	\$ 299,013.58
Annual City HSA Contribution Cost	\$ 9,735,027.00	\$ 11,051,855.55	\$ 1,316,828.55
Total Estimated City Cost	\$ 10,036,027.00	\$ 11,352,855.55	\$ 1,316,828.55
Annual Employee PPO Cost	982,196.76	\$ 1,107,984.42	125,787.66
Annual Employee HSA Cost	167,366.40	\$ 183,095.54	15,729.14
Total Estimated Employee Cost	\$ 1,149,563.16	\$ 1,291,079.97	\$ 141,516.81
Total Estimated City-Wide Costs	\$ 11,185,590.16	\$ 12,643,935.52	\$ 1,458,345.36

2020/2021 City of Idaho Falls

Scenario 1-1 (Current Ratio 89/11 & 95/5 All Plan Changes)

PPO(Health/Vision/Dental)		Proposed Plan			Difference			
		Monthly			Monthly City Change	City % Increase	Monthly Employee Change	Employee % Increase
	City	Employee	Total					
67	Employee	592.41	73.22	665.62	29.34	5.21%	3.63	5.21%
85	Employee & Spouse	1,251.72	154.71	1,406.43	63.14	5.31%	7.81	5.31%
18	Employee +1 Child	837.75	103.54	941.29	40.79	5.12%	5.04	5.12%
23	Employee +2+ Children	1,207.41	149.23	1,356.64	57.83	5.03%	7.15	5.03%
206	Family	1,802.53	222.78	2,025.31	89.97	5.25%	11.11	5.25%

HSA (Health/Vision/Dental)		Proposed Plan			Difference			
		Monthly			Monthly City Change	City % Increase	Monthly Employee Change	Employee % Increase
	City	Employee	Total					
42	Employee	551.92	29.05	580.97	50.97	10.18%	2.68	10.16%
8	Employee & Spouse	1,162.99	61.21	1,224.20	109.72	10.42%	5.77	10.41%
5	Employee +1 Child	782.40	41.18	823.58	70.88	9.96%	3.73	9.96%
6	Employee +2+ Children	1,130.25	59.49	1,189.74	100.49	9.76%	5.29	9.75%
53	Family	1,677.38	88.28	1,765.67	156.32	10.28%	8.22	10.27%

	Current	Proposed	Difference
Annual City PPO Cost	\$ 7,506,796.44	\$ 7,903,319.02	\$ 396,522.58
Annual City HSA Cost	2,228,230.56	2,461,416.09	\$ 233,185.53
Annual City HSA Contribution Cost	\$ 9,735,027.00	\$ 10,364,735.12	\$ 629,708.12
	301,000.00	301,000.00	-
Total Estimated City Cost	\$ 10,036,027.00	\$ 10,665,735.12	\$ 629,708.12
Annual Employee PPO Cost	982,196.76	\$ 1,031,195.47	48,998.71
Annual Employee HSA Cost	167,366.40	\$ 179,630.91	12,264.51
Total Estimated Employee Cost	\$ 1,149,563.16	\$ 1,210,826.38	\$ 61,263.22
Total Estimated City-Wide Costs	\$ 11,185,590.16	\$ 11,876,561.50	\$ 690,971.34

2020/2021 City of Idaho Falls

Scenario 2-2 (Moderate Split 87/12 & 94/6 All Plan Changes)

PPO(Health/Vision/Dental)		Proposed Plan			Difference			
		Monthly			Monthly City Change	City % Increase	Monthly Employee Change	Employee % Increase
	City	Employee	Total					
67	Employee	579.09	86.53	665.62	16.02	2.85%	16.94	24.34%
85	Employee & Spouse	1,223.59	182.84	1,406.43	35.01	2.95%	35.94	24.46%
18	Employee +1 Child	818.93	122.37	941.29	21.97	2.76%	23.87	24.23%
23	Employee +2+ Children	1,180.28	176.36	1,356.64	30.70	2.67%	34.28	24.13%
206	Family	1,762.02	263.29	2,025.31	49.46	2.89%	51.62	24.39%

HSA (Health/Vision/Dental)		Proposed Plan			Difference			
		Monthly			Monthly City Change	City % Increase	Monthly Employee Change	Employee % Increase
	City	Employee	Total					
42	Employee	549.02	31.95	580.97	48.07	9.60%	5.58	21.17%
8	Employee & Spouse	1,156.87	67.33	1,224.20	103.60	9.84%	11.89	21.45%
5	Employee +1 Child	778.28	45.30	823.58	66.76	9.38%	7.85	20.95%
6	Employee +2+ Children	1,124.30	65.44	1,189.74	94.54	9.18%	11.24	20.73%
53	Family	1,668.56	97.11	1,765.67	147.50	9.70%	17.05	21.30%

	Current	Proposed	Difference
Annual City PPO Cost	\$ 7,506,796.44	\$ 7,724,628.73	\$ 217,832.29
Annual City HSA Cost	2,228,230.56	\$ 2,448,210.86	\$ 219,980.30
Annual City HSA Contribution Cost	\$ 9,735,027.00	\$ 10,172,839.59	\$ 437,812.59
	301,000.00	301,000.00	-
Total Estimated City Cost	\$ 10,036,027.00	\$ 10,473,839.59	\$ 437,812.59
Annual Employee PPO Cost	982,196.76	\$ 1,209,885.76	227,689.00
Annual Employee HSA Cost	167,366.40	\$ 192,836.15	25,469.75
Total Estimated Employee Cost	\$ 1,149,563.16	\$ 1,402,721.91	\$ 253,158.75
Total Estimated City-Wide Costs	\$ 11,185,590.16	\$ 11,876,561.50	\$ 690,971.34

2020/2021 City of Idaho Falls

Scenario 3-3 (50/50 Increase Employee/City Split 86/14 & 94/6 All Plan Changes)

PPO(Health/Vision/Dental)		Proposed Plan			Difference			
		Monthly			Monthly City Change	City % Increase	Monthly Employee Change	Employee % Increase
		City	Employee	Total				
67	Employee	572.44	93.19	665.62	9.37	1.66%	23.60	33.91%
85	Employee & Spouse	1,209.53	196.90	1,406.43	20.95	1.76%	50.00	34.04%
18	Employee +1 Child	809.51	131.78	941.29	12.55	1.58%	33.28	33.79%
23	Employee +2+ Children	1,166.71	189.93	1,356.64	17.13	1.49%	47.85	33.68%
206	Family	1,741.77	283.54	2,025.31	29.21	1.71%	71.87	33.96%

HSA (Health/Vision/Dental)		Proposed Plan			Difference			
		Monthly			Monthly City Change	City % Increase	Monthly Employee Change	Employee % Increase
		City	Employee	Total				
42	Employee	546.11	34.86	580.97	45.16	9.02%	8.49	32.19%
8	Employee & Spouse	1,150.74	73.45	1,224.20	97.47	9.25%	18.01	32.49%
5	Employee +1 Child	774.16	49.41	823.58	62.64	8.80%	11.96	31.95%
6	Employee +2+ Children	1,118.35	71.38	1,189.74	88.59	8.60%	17.18	31.71%
53	Family	1,659.73	105.94	1,765.67	138.67	9.12%	25.88	32.33%

	Current	Proposed	Difference
Annual City PPO Cost	\$ 7,506,796.44	\$ 7,635,283.59	\$ 128,487.15
Annual City HSA Cost	2,228,230.56	\$ 2,435,005.62	\$ 206,775.06
Annual City HSA Contribution Cost	\$ 9,735,027.00	\$ 10,070,289.21	\$ 335,262.21
	301,000.00	301,000.00	-
Total Estimated City Cost	\$ 10,036,027.00	\$ 10,371,289.21	\$ 335,262.21
Annual Employee PPO Cost	982,196.76	\$ 1,299,230.91	317,034.15
Annual Employee HSA Cost	167,366.40	\$ 206,041.38	38,674.98
Total Estimated Employee Cost	\$ 1,149,563.16	\$ 1,505,272.29	\$ 355,709.13
Total Estimated City-Wide Costs	\$ 11,185,590.16	\$ 11,876,561.50	\$ 690,971.34

Sample of Different Grades

Grade 2-5 PPO			
Wage	\$	14.62	
Gross	\$	30,409.60	
Health E/S/C			
		Employee Annual Premium	Percentage of Gross
Scenario 1	\$	2,882.48	9.48%
Scenario 1-1	\$	2,673.41	8.79%
Scenario 2-2	\$	3,159.49	10.39%
Scenario 3-3	\$	3,402.53	11.19%

Grade 2-5 HSA			
Wage	\$	14.62	
Gross	\$	30,409.60	
HSA E/S/C			
		Employee Annual Premium	Percentage of Gross
Scenario 1	\$	1,087.27	3.58%
Scenario 1-1	\$	1,059.40	3.48%
Scenario 2-2	\$	1,165.34	3.83%
Scenario 3-3	\$	1,271.28	4.18%

Grade 7-5 PPO			
Wage	\$	21.94	
Gross	\$	45,635.20	
Health E/S/C			
		Employee Annual Premium	Percentage of Gross
Scenario 1	\$	2,882.48	6.32%
Scenario 1-1	\$	2,673.41	5.86%
Scenario 2-2	\$	3,159.49	6.92%
Scenario 3-3	\$	3,402.53	7.46%

Grade 7-5 HSA			
Wage	\$	21.94	
Gross	\$	45,635.20	
HSA E/S/C			
		Employee Annual Premium	Percentage of Gross
Scenario 1	\$	1,087.27	2.38%
Scenario 1-1	\$	1,059.40	2.32%
Scenario 2-2	\$	1,165.34	2.55%
Scenario 3-3	\$	1,271.28	2.79%

Grade 11-5 PPO			
Wage	\$	31.73	
Gross	\$	65,998.40	
Health E/S/C			
		Employee Annual Premium	Percentage of Annual
Scenario 1	\$	2,882.48	4.37%
Scenario 1-1	\$	2,673.41	4.05%
Scenario 2-2	\$	3,159.49	4.79%
Scenario 3-3	\$	3,402.53	5.16%

Grade 11-5 HSA			
Wage	\$	31.73	
Gross	\$	65,998.40	
HSA E/S/C			
		Employee Annual Premium	Percentage of Gross
Scenario 1	\$	1,087.27	1.65%
Scenario 1-1	\$	1,059.40	1.61%
Scenario 2-2	\$	1,165.34	1.77%
Scenario 3-3	\$	1,271.28	1.93%

Grade 16-5 PPO			
Wage	\$	51.66	
Gross	\$	107,452.80	
Health E/S/C			
		Employee Annual Premium	Percentage of Gross
Scenario 1	\$	2,882.48	2.68%
Scenario 1-1	\$	2,673.41	2.49%
Scenario 2-2	\$	3,159.49	2.94%
Scenario 3-3	\$	3,402.53	3.17%

Grade 16-5 HSA			
Wage	\$	51.66	
Gross	\$	107,452.80	
HSA E/S/C			
		Employee Annual Premium	Percentage of Gross
Scenario 1	\$	1,087.27	1.01%
Scenario 1-1	\$	1,059.40	0.99%
Scenario 2-2	\$	1,165.34	1.08%
Scenario 3-3	\$	1,271.28	1.18%