2020 Open Enrollment

Deadline to Enroll- Fri, 11/22/19
Agenda: Look back, cost drivers, benefit budget, opportunities
Looking back…actual Thompson Health data

From March 4, 2019 AJ Gallagher review
Per member per month is a gauge of what our plan spends for each person insured on our medical plans (844 associates plus approx. 800 family members)
Medical Plan – Cost Drivers

• Rochester area medical/Rx avg. increase is +8%
• New mandates
  – mammography screening- plan already aligns
  – mental health and substance use disorders- plan already aligns
  – comprehensive contraceptive coverage act
  – maternal depression screening
• High cost claimants
• Rx costs- Change for 2020:
  – Preferred Value program letter mailed out to about 200 subscribers
2019 Rx costs
Specialty = 55.5% of overall drug costs

FFTH Pharmacy #2 highest scripts:
Great value, 2 locations, drive-up window
Our Pharmacy staff want to help you!
Medical Plan Costs Over Past 9 years, in Millions ($)

2012: 1st year HDHP

$12.9M Industry Trend 8-12%

$14M savings since 2015 self-funding

How have we achieved this? Partnering with AHP, URMC Wellness, Associate Wellness, Gallagher Consulting

$8.4M Total

$6.6M Thompson

$1.8M associates

Thompson’s investment in you + $600k H.S.A. funds
## 2020 Benefit Program Budget - Great news!!!!

### Benefit Budget Details

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Associates Covered</th>
<th>Budget:</th>
<th>Pay Period Increase to Associates</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Medical</strong></td>
<td>844</td>
<td>$8.4M</td>
<td>+$2/single (57% are on single plans) +$5/all other tiers (43% are on these tiers)</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>- $1400/$2800*</td>
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<td>- $2500/$5000</td>
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<tr>
<td><strong>Health Savings Account</strong></td>
<td>n/a</td>
<td>$600,000</td>
<td>TH funding REMAINS SAME since 2012: $500 single $1,000 family</td>
</tr>
<tr>
<td><strong>Dental Basic Premier</strong></td>
<td>912</td>
<td>$657,000 (+8.1%)</td>
<td>+$1/single +$3/family</td>
</tr>
</tbody>
</table>

- **46%** of associates’ premiums are less than they were in 2014.
- Includes new NYS mandated benefits.
- Our contribution is much larger than URMC & Highland.
- First rate increase since 2018.
Summary changes for 2020:

- **Medical**: IRS minimum deductible is now $1400/$2800; Preferred Value Formulary; NYS mandates
- **Dental**: no plan changes
- **Disability/Life/AD&D**: unique “guarantee issue” opportunity effective January 1st, 2020
  - Consider:
    - Can you live on $170/week NYS disability for an extended period?
    - Are you and/or your family adequately insured?
- **FSA/Dependent Care**: paper application only (Limits: $2,750 FSA; $5,000 Dependent Care)
  - For FSA- can’t be covered under a high deductible health plan
- **HSA limits move up to:**
  - **Single**: $3,550 (includes TH)
  - **Family**: $7,100 (includes TH)
  - **Age 55+**: up to $1,000 more

- **Wellness incentives…stay tuned…**
- **Canandaigua YMCA Passport membership**
  - Current member? Present ID badge and driver’s license
  - Reduced monthly fees
  - Access all 10 Greater Rochester YMCA’s
Associate Education Strategy

Module available soon thru Fri, 11/22/19

Less of this…

John Paul Mlynar, Benefits Administrator…

Look for him in your office/department area for 1 to 1 consults.

More of this…