



MARSH & MCLENNAN
AGENCY

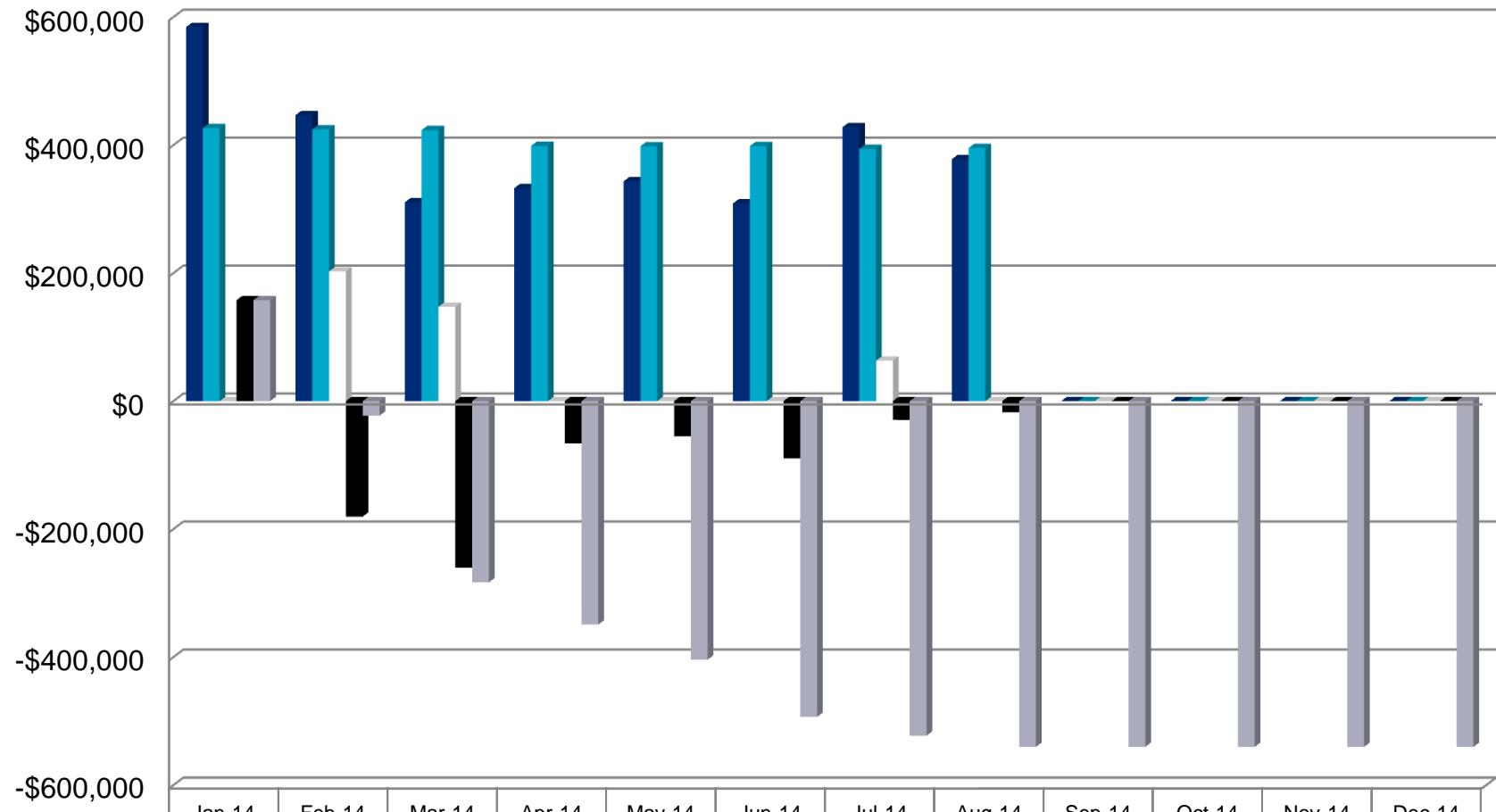
WORLD CLASS. LOCAL TOUCH.

City of Smyrna

2015 Medical & Rx Renewal

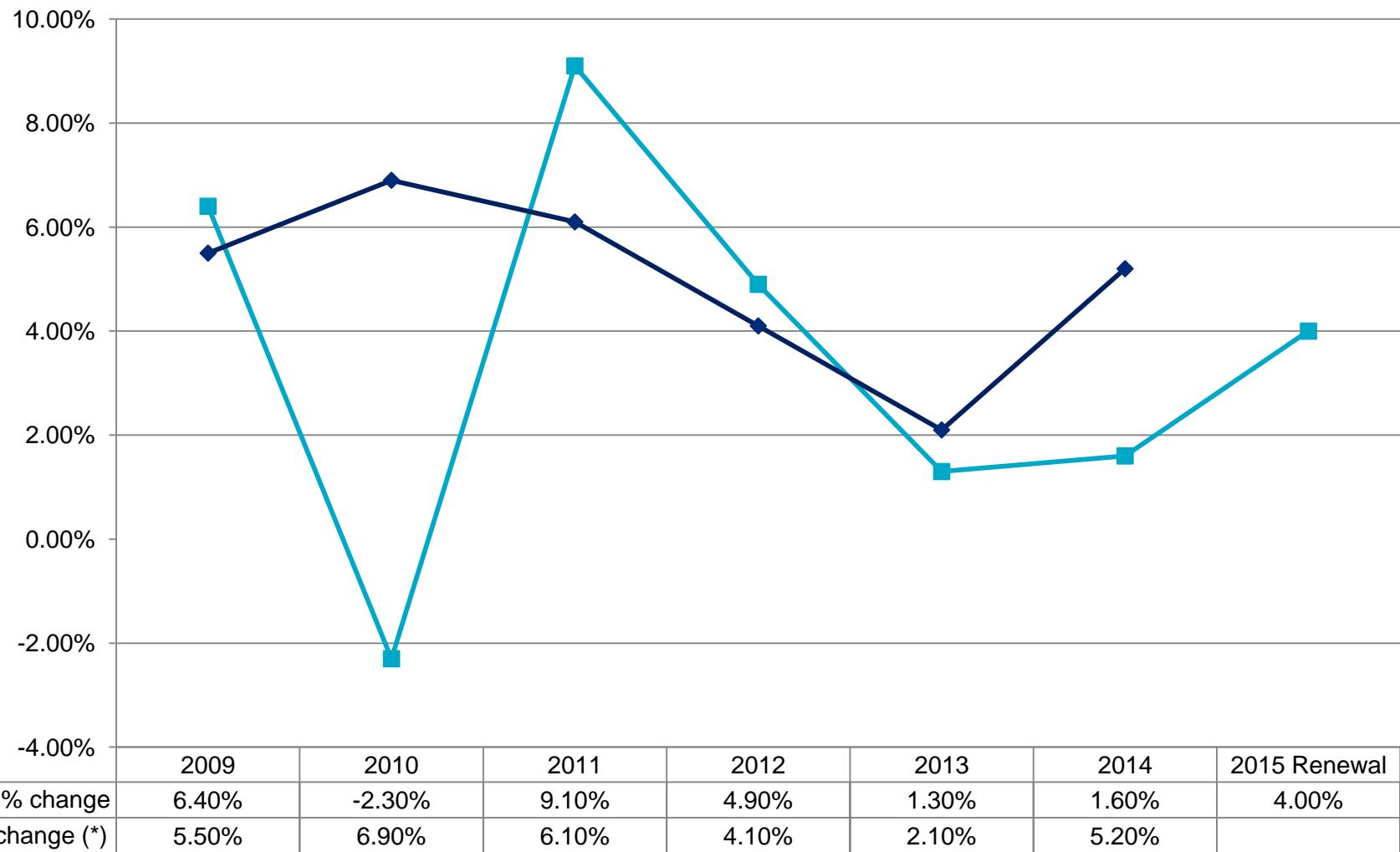
City of Smyrna 2014 Medical & Rx Plan Cost Reporting

Budget = Premium equivalency rates * subscribers by plan (HMO or PPO) by tier



City of Smyrna

Medical/Rx Annual % Change



*Mercer National Survey of Employer-Sponsored Health Plans 2013

Results: Select Metric, Cost and Risk Data

Metric/Cost/Risk	2011	2012	2013	2014 (Jan. – Jun.)	% Difference (2013 to 2011)	Adjusted Norm
Total Admissions/1000	76.7	57.6	55.2	37.4	-28 %	63.2
Inpatient Days/1000	313.2	250.1	168.4	89.1	-46 %	295.3
Total Admission Paid	\$13,134	\$10,852	\$11,367	\$8,843	-13 %	\$16,040
Total Office Visits/1000	4,789	3,775	3,610	3,521	-25 %	3,867
Preventive Office Visits/1000	446	389	394	360	-12 %	397.4
Average Risk Index	11.04	8.81	9.01	8.77	-18 %	6.79
Average Care Gap Index	2.60	2.26	1.96	1.85	-25 %	1.32

2014 Medical/Rx

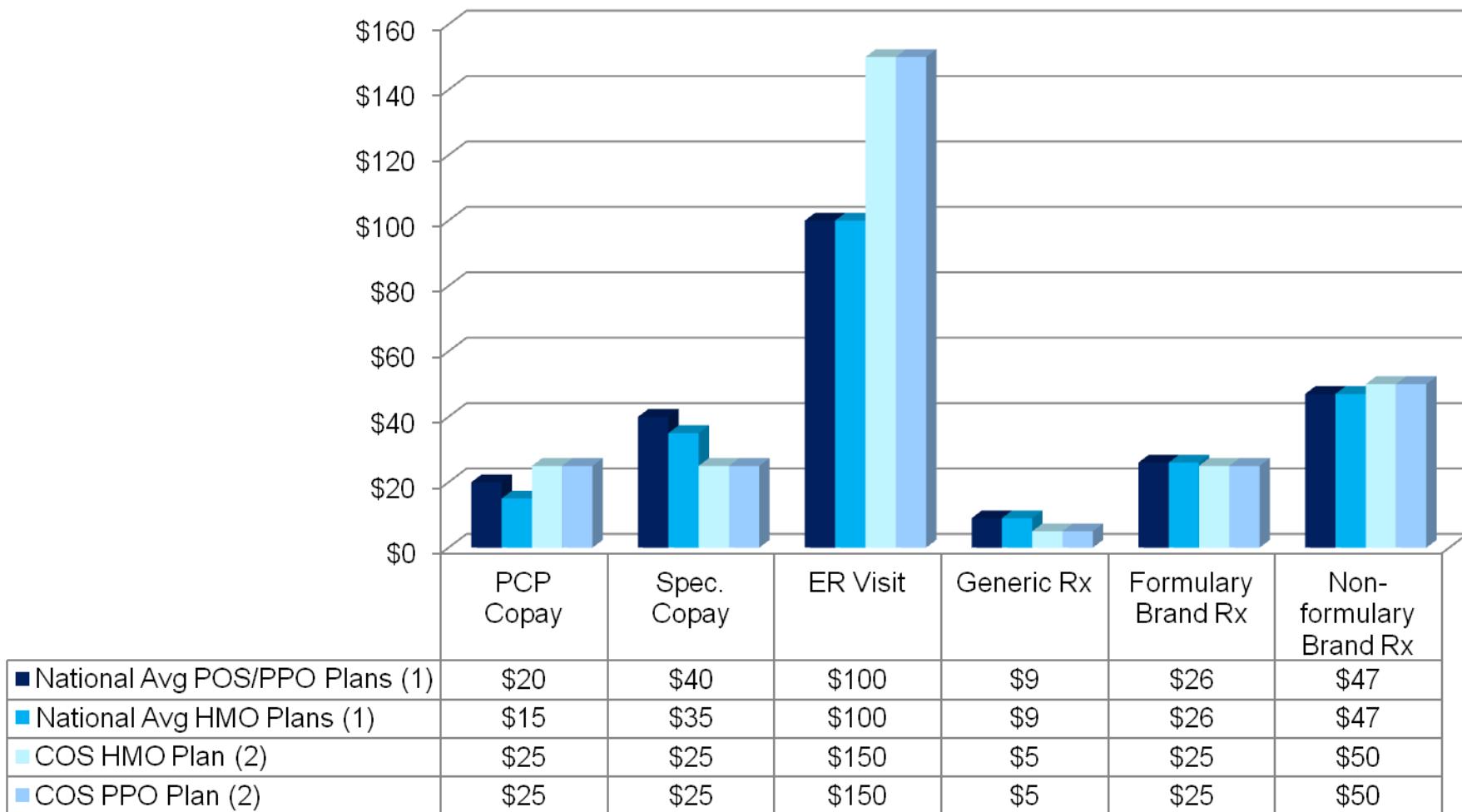
BENCHMARKING

Municipalities Participating in Mercer Benchmarking Study

BERNARDS TOWNSHIP	CITY OF LINTON	CITY OF WINNFIELD	COUNTY OF PEPIN	TOWN OF PORUM
BURLEIGH COUNTY	CITY OF LOS FRESNOS	CITY OF WINONA	COUNTY OF POLK	TOWN OF ROUND HILL
CALUMET TOWNSHIP	CITY OF MANZANITA	CITY OF YORKVILLE	COUNTY OF QUAY	TOWN OF SALEM
CASS COUNTY GOVERNMENT	CITY OF MASON CITY	COLUMBIA COUNTY	COUNTY OF RALLS	TOWN OF SEELYVILLE
CTER TOWNSHIP OF COMSTOCK	CITY OF MAX	COUNTY OF ABBEVILLE	COUNTY OF REPUBLIC	TOWN OF SHERMAN
CITY AND BOROUGH OF SITKA	CITY OF MONTPELIER	COUNTY OF BAYFIELD	COUNTY OF SCHUYLER	TOWN OF TINMOUTH
CITY OF ALEDO	CITY OF MOUNT STERLING	COUNTY OF BOTETOURT	COUNTY OF SCOTT	TOWN OF TUNICA
CITY OF ANDOVER	CITY OF MULLAN	COUNTY OF CAMPBELL	COUNTY OF SHANNON	TOWN OF VONORE
CITY OF BAY CITY	CITY OF MURDO	COUNTY OF CHARLES CITY	COUNTY OF SIMPSON	TOWN OF WEST HAVEN
CITY OF BOONE	CITY OF NASHUA	COUNTY OF CLEARWATER	COUNTY OF ST FRANCIS	TOWN OF WINDSOR
CITY OF BRANDON	CITY OF NELSON	COUNTY OF DECATUR	COUNTY OF UNTA	TOWNSHIP OF BIRCH RUN
CITY OF BURNET	CITY OF NEWBURGH	COUNTY OF DICKINSON	COUNTY OF VALLEY	TOWNSHIP OF CENTREVILLE
CITY OF BUSHNELL	CITY OF NEWNAN	COUNTY OF FRANKLIN	COUNTY OF WASHBURN	TOWNSHIP OF GALESBURG CITY
CITY OF CARLISLE	CITY OF NORWICH	COUNTY OF FULTON	COUNTY OF WASHINGTON	TOWNSHIP OF MACOMB
CITY OF CHICKASHA	CITY OF NOVI	COUNTY OF GEARY	CRANBERRY TOWNSHIP	TOWNSHIP OF MANTUA
CITY OF CLEBURNE	CITY OF O FALLOON	COUNTY OF GUNNISON	DARKE COUNTY	TOWNSHIP OF WINDSOR
CITY OF CLEVELAND	CITY OF PALCO	COUNTY OF HARDEMAN	DENALI BOROUGH	TUNKHANNOCK TOWNSHIP
CITY OF COVINA	CITY OF PEKIN	COUNTY OF HARNEY	PARISH OF BEAUREGARD	UINTAH COUNTY
CITY OF DEARBORN HEIGHTS	CITY OF PFLUGERVILLE	COUNTY OF HOOKER	PARISH OF JEFFERSON DAVIS	VILLAGE OF ADDISON
CITY OF DECATUR	CITY OF PHOENIX	COUNTY OF IOWA	PARISH OF WEST CARROLL	VILLAGE OF ARLINGTON HTS
CITY OF DEER PARK	CITY OF PLEASANT HILL	COUNTY OF JACKSON	SAWYER COUNTY	VILLAGE OF CONSTANTINE
CITY OF DEPOE BAY	CITY OF SAINT MARYS	COUNTY OF KEWAUNEE	TOWN OF BRANFORD	VILLAGE OF FAYETTE
CITY OF EATON	CITY OF SALEM	COUNTY OF KIT CARSON	TOWN OF CICERO	VILLAGE OF FONTANA
CITY OF FAIRBANKS	CITY OF SHOREVIEW	COUNTY OF KLICKITAT	TOWN OF ENFIELD	VILLAGE OF GLENDALE HTS
CITY OF FRIDLEY	CITY OF STATESVILLE	COUNTY OF LUNENBURG	TOWN OF FAYETTE	VILLAGE OF HOBART
CITY OF GALESBURG	CITY OF STONEWOOD	COUNTY OF MARINETTE	TOWN OF FUQUAY-VARINA	VILLAGE OF INTERLAKEN
CITY OF GLADSTONE	CITY OF STURGIS	COUNTY OF MARQUETTE	TOWN OF GLENROCK	VILLAGE OF JACKSON CENTER
CITY OF GRUBBS	CITY OF SUN PRAIRIE	COUNTY OF MARSHALL	TOWN OF HARTFORD	VILLAGE OF SAUKVILLE
CITY OF KEENE	CITY OF UNION CITY	COUNTY OF McDOWELL	TOWN OF HILTON HEAD ISL	VILLAGE OF WALBRIDGE
CITY OF KENTWOOD	CITY OF WARM SPRINGS	CTY OF MECKLENBURG	TOWN OF LANCASTER	WEST CHESTER TOWNSHIP
CITY OF LAKE JACKSON	CITY OF WAUKEGAN	COUNTY OF NICOLLET	TOWN OF MARBLETOWN	
CITY OF LANCASTER	CITY OF WICKLIFFE	COUNTY OF PENOBSCOT	TOWN OF MIDDLETOWN	

Benchmarking Summary - Copays

City of Smyrna vs. Average Government Agency

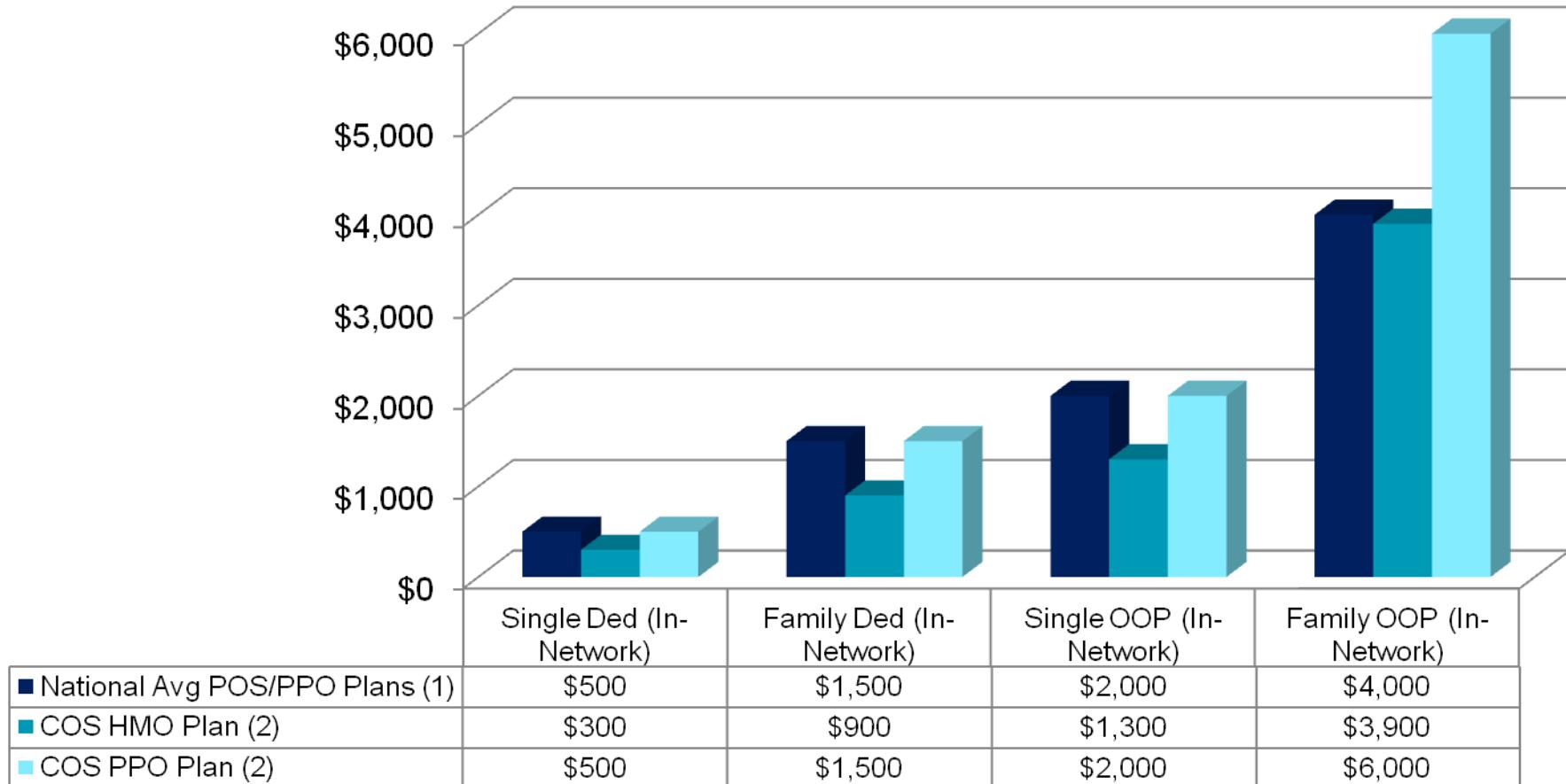


(1) 2013 Mercer National Survey – Government Agencies only

(2) 2014 City of Smyrna benefits

Benchmarking Summary – Deductible and Out of Pocket Max

City of Smyrna vs. Average Government Agency



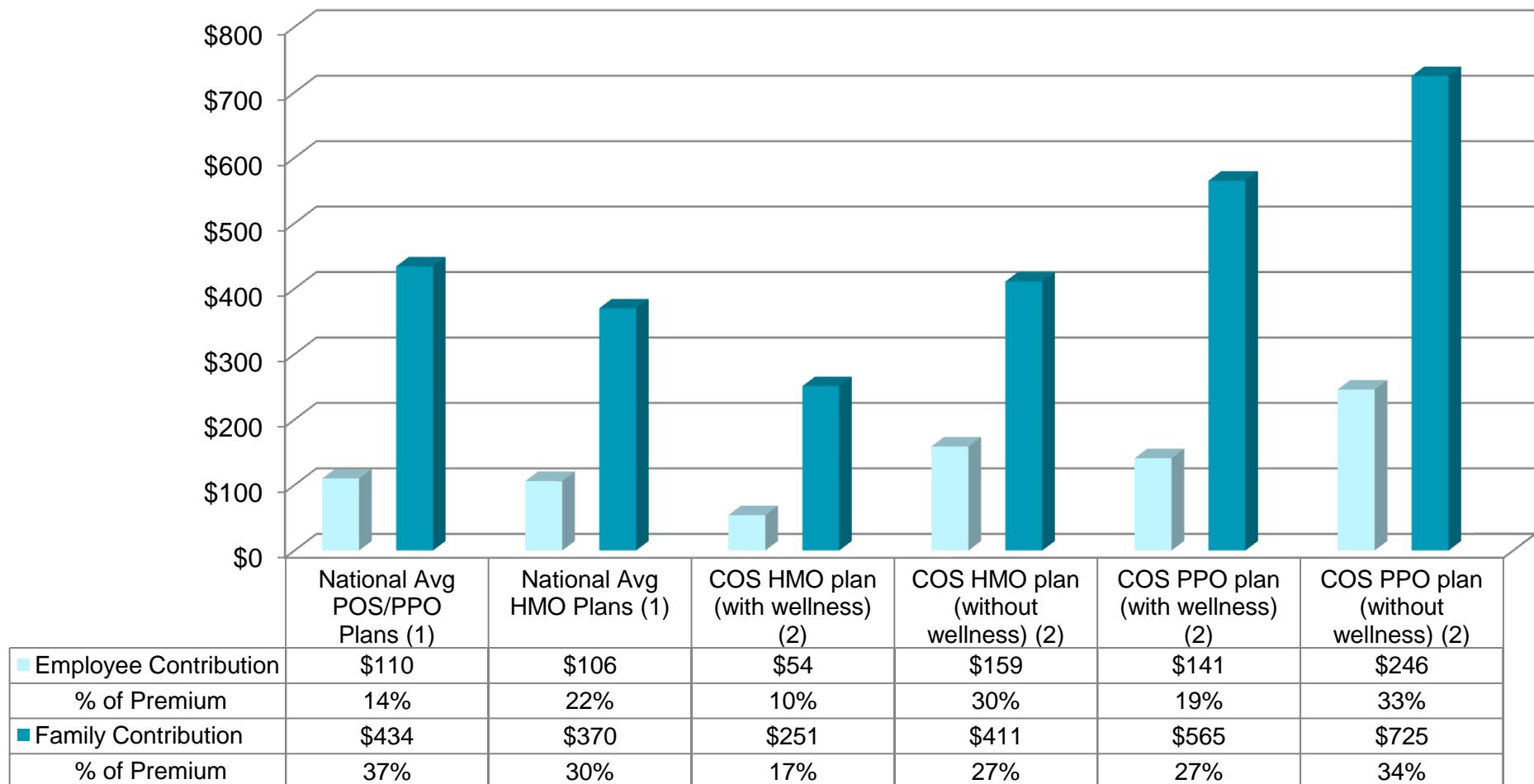
(1) 2013 Mercer National Survey – Government Agencies only.

(2) 2014 City of Smyrna benefits

(3) HMO National Average Data is not available for OOP information

Benchmarking Summary – Monthly Employee Contributions

City of Smyrna vs. Average Government Agency



(1) 2013 Mercer National Survey – Government Agencies only

(2) 2014 City of Smyrna Employee Contributions – additional \$50 surcharge for tobacco users

City of Smyrna

2015 Medical Marketing Results - Summary

Carrier	Response
BCBS of Georgia	Renewal Received Includes specific stop loss with high cost claimant / no laser
Aetna	Declined to Quote; Not Competitive
CIGNA	Declined to Quote; Not Competitive
United Healthcare	Declined to Quote Not Competitive
Kaiser	Provided fully insured quote – 13.4% above current

City of Smyrna

2014 & 2015 Total Annual Benefits Cost

Total Annual Premiums Employer & Employee Combined					City of Smyrna change with same cost sharing % as 2014	
	2014	2015	\$ Change	% Change	City's Change	% Change
Medical BCBS HMO Plan	\$4,453,715	\$4,631,853	\$178,138	4.0%	\$134,455	4.1%
Medical BCBS PPO Plan	\$261,078	\$271,618	\$10,539	4.0%	\$0	#DIV/0!
Guardian Dental (Voluntary)	\$199,236	\$209,195	\$9,959	5.0%	\$0	0.0%
VSP Vision (Voluntary)	\$38,072	\$38,072	\$0	0.0%	\$0	0.0%
Guardian Life	\$97,751	\$109,105	\$11,354	11.6%	\$11,354	11.6%
Guardian Voluntary Life	\$16,898	\$16,898	\$0	0.0%	\$0	0.0%
Guardian Disability (STD & LTD)	\$114,631	\$114,631	\$0	0.0%	\$0	0.0%
Total Benefits Package	\$5,181,382	\$5,391,372	\$209,990	4.05%	\$145,809	4.1%

City of Smyrna

Guardian 2015 Renewal

	Guardian Current	Guardian Renewal
Long Term Disability	\$62,709	\$62,709
EAP	\$0	\$0
Short Term Disability	\$51,922	\$51,922
Basic Life & AD&D, Dependent Life	\$97,751	\$109,105
Voluntary Life	\$16,898	\$16,898
Dental	\$199,236	\$209,195
Vision	\$38,072	\$38,072
Total Annual Premium	\$466,588	\$487,900
Total Annual Increase		\$21,312
% Increase		4.57%

City of Smyrna

Historical Plan Changes

Renewal Date	City of Smyrna % Increase	Mercer average annual increase % (1) (2)	Changes
Jul-08		6.30%	Moved from Lifewell to BCBS of GA Increased smoker surcharge from \$40 to \$45/month
Jul-09	6.40%	5.50%	Increased smoker surcharge from \$45 to \$50/month
Jan-10	-2.30%	6.90%	HMO: Added a deductible - \$250 single/\$750 family Increased office visit copay from \$15 to \$25 Increased ER copay from \$100 to \$150 PPO: Increased deductible from \$300/\$900 to \$400/\$1,200 Increased office visit copay from \$20 to \$25 Increased ER copay from \$100 to \$150 Increased lifetime maximum to Unlimited
Jan-11	9.10%	6.10%	HMO: Reduced coinsurance from 90% to 80%
Jan-12	4.90%	4.10%	Added ABA Therapy Benefit Retirees over age 65 - Added Extend Health w/ \$250 HRA Increased Non-wellness surcharge from \$60/\$70/\$80 to \$105/\$140/\$160
Jan-13	1.30%	2.10%	HMO: Increased Deductible from \$250/\$750 to \$300/\$900 PPO: Increased Deductible from \$400/\$1200 to \$500/\$1500 Removed dollar limit on chiro benefit - replaced with # of visits
Jan-14	1.60%	5.20%* <i>*Projected</i>	No Benefit Changes COS contribution - 90% to HMO employee only tier
Jan-15	4.00%		

(1) Source: Mercer National Survey of Employer-Sponsored Health Plans 2013

(2) Mercer's average annual renewal percent increase is post-plan design changes

City of Smyrna

BCBS- 2015 Plan Options

PLAN: Benefit Level	BCBS - 2015 Plan Options								
	Renewal 2015			Renewal Option 1			Renewal Option 2		
	Same Benefits as Current								
	HMO	PPO		HMO	PPO		HMO	PPO	
	<u>Network</u>	<u>Network</u>	<u>Non Network</u>	<u>Network</u>	<u>Network</u>	<u>Non Network</u>	<u>Network</u>	<u>Network</u>	<u>Non Network</u>
Deductible - Single	\$300		\$500	\$300		\$500	\$300-\$400	\$500	\$600
Deductible - Family	\$900		\$1,500	\$900		\$1,500	\$900-\$1200	\$1500	\$1800
Plan Coinsurance	80%	80%	60%	80%	80%	60%	80%	80%	60%
Med Out of Pocket Max - Single	\$1,300	\$2,000	\$3,500	\$1,300	\$2,000	\$3,500	\$1,400	\$2,100	\$3,600
Med Out of Pocket Max - Family	\$3,900	\$6,000	\$7,500	\$3,900	\$6,000	\$7,500	\$4,200	\$6,300	\$7,800
OV Copay - Primary Care	\$25	\$25	N/A	\$25	\$25	N/A	\$25	\$25	N/A
OV Copay - Specialist	\$25	\$25	N/A	\$25-\$30	\$25-\$30	N/A	\$25	\$25	N/A
ER Visit Copay	\$150		\$150	\$150-\$200		\$150-\$200	\$150		\$150
Rx Copay - Generic	\$5		\$5	\$5		\$5	\$5		\$5
Rx Copay - Preferred Brand	\$25		\$25	\$25-\$30		\$25-\$30	\$25		\$25
Rx Copay - Non Preferred Brand	\$50		\$50	\$50-\$60		\$50-\$60	\$50		\$50
Rx Out of Pocket Max - Single	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000
Rx Out of Pocket Max - Family	\$6,000	\$6,000	\$6,000	\$6,000	\$6,000	\$6,000	\$6,000	\$6,000	\$6,000
Proposed Rates	# EE		# EE						
Employee Only	163	\$558.77	9	\$771.01	\$553.74	\$764.07	\$555.42		\$766.38
Employee + 1	91	\$1,005.75	5	\$1,387.78	\$996.70	\$1,375.29	\$999.72		\$1,379.45
Employee + Family	130	\$1,564.50	4	\$2,189.21	\$1,550.42	\$2,169.51	\$1,555.11		\$2,176.07
Annual Cost		\$4,631,853		\$271,618	\$4,590,166	\$269,173	\$4,604,062		\$269,988
Total Annual Plan Cost				\$4,903,471		\$4,859,340			\$4,874,050
Annual Change				\$188,678		\$144,546			\$159,257
% Change				4.0%		3.1%			3.4%

(1) Renewal rates (premium equivalency rates) include Federal reinsurance fee.

(2) Renewal rates (premium equivalency rates) include required benefit adjustment for new Rx out of pocket maximum required in 2015

Annual Medical/Rx Increase to the City of Smyrna

2015 Renewal/Contribution Options

	NO PLAN CHANGES					
	2015	Option 1	Option 2	Option 3	Option 4	Option 5
Contribution to Wellness HMO Employee only	90%	89%	88%	87%	86%	85%
City of Smyrna % of Total Cost (net of contributions)	81.84%	81.63%	81.42%	81.21%	81.00%	80.79%
Annual cost change to the City of Smyrna	\$138,237	\$129,185	\$120,133	\$111,080	\$102,028	\$92,976
Annual % change to the City of Smyrna	4.06%	3.79%	3.53%	3.26%	2.99%	2.73%

	COPAY CHANGES					
	2015	Option 1	Option 2	Option 3	Option 4	Option 5
Contribution to Wellness HMO Employee only	90%	89%	88%	87%	86%	85%
City of Smyrna % of Total Cost (net of contributions)	81.82%	81.61%	81.40%	81.19%	80.98%	80.77%
Annual cost change to the City of Smyrna	\$105,363	\$96,939	\$87,422	\$78,451	\$69,481	\$60,510
Annual % change to the City of Smyrna	3.09%	2.83%	2.57%	2.30%	2.04%	1.78%

	DEDUCTIBLE CHANGES					
	2015	Option 1	Option 2	Option 3	Option 4	Option 5
Contribution to Wellness HMO Employee only	90%	89%	88%	87%	86%	85%
City of Smyrna % of Total Cost (net of contributions)	81.82%	81.61%	81.41%	81.20%	80.99%	80.78%
Annual cost change to the City of Smyrna	\$116,321	\$107,323	\$98,326	\$89,328	\$80,330	\$71,332
Annual % change to the City of Smyrna	3.41%	3.15%	2.89%	2.62%	2.36%	2.09%

City of Smyrna 2014 - 2015 Medical Contribution Schedule

BCBS - Renewal with no plan design changes

	Current - 2014		2015 Employee Contributions - Current Contribution %				Continue				2015 Employee Contributions - Reduce Employer Contribution %			
	Bi-Weekly Ee Contribution	COS Share	Bi-Weekly Ee Contribution	Bi Weekly Change	2015 Annual Ee Change	COS Share	Bi-Weekly Ee Contribution	Bi Weekly Change	2015 Annual Change	COS Share	Bi-Weekly Ee Contribution	Bi Weekly Change	2015 Annual Change	COS Share
HMO with Wellness - Non-Smoker														
Employee	\$24.80	90%	\$25.79	\$0.99	\$25.72	90%	\$28.37	\$3.57	\$92.78	89%				
Employee + One	\$78.01	83%	\$81.13	\$3.12	\$81.12	83%	\$81.13	\$3.12	\$81.12	83%				
Family	\$115.87	83%	\$120.50	\$4.63	\$120.50	83%	\$120.50	\$4.63	\$120.50	83%				
HMO with Wellness - Smoker														
Employee	\$47.88	81%	\$48.87	\$0.99	\$25.72	81%	\$51.45	\$3.57	\$92.78	80%				
Employee + One	\$101.09	77%	\$104.21	\$3.12	\$81.12	78%	\$104.21	\$3.12	\$81.12	78%				
Family	\$138.95	80%	\$143.58	\$4.63	\$120.50	80%	\$143.58	\$4.63	\$120.50	80%				
HMO w/out Wellness - Non-Smoker														
Employee	\$73.26	70%	\$74.25	\$0.99	\$25.72	71%	\$76.83	\$3.57	\$92.78	70%				
Employee + One	\$142.63	68%	\$145.75	\$3.12	\$81.12	69%	\$145.75	\$3.12	\$81.12	69%				
Family	\$189.72	73%	\$194.35	\$4.63	\$120.50	73%	\$194.35	\$4.63	\$120.50	73%				
HMO w/out Wellness - Smoker														
Employee	\$74.40	70%	\$97.33	\$22.93	\$596.25	62%	\$99.91	\$25.51	\$663.30	61%				
Employee + One	\$165.70	63%	\$168.82	\$3.12	\$81.12	64%	\$168.82	\$3.12	\$81.12	64%				
Family	\$212.79	69%	\$217.43	\$4.63	\$120.50	70%	\$217.43	\$4.63	\$120.50	70%				
PPO Non-Smoker														
Employee	\$64.85	81%	\$67.47	\$2.62	\$68.08	81%	\$67.47	\$2.62	\$68.08	81%				
Employee + One	\$165.37	73%	\$172.04	\$6.68	\$173.57	73%	\$172.04	\$6.68	\$173.57	73%				
Family	\$260.86	73%	\$271.39	\$10.53	\$273.77	73%	\$271.39	\$10.53	\$273.77	73%				
PPO Smoker														
Employee	\$87.93	74%	\$90.55	\$2.62	\$68.08	75%	\$90.55	\$2.62	\$68.08	75%				
Employee + One	\$188.44	69%	\$195.12	\$6.68	\$173.57	70%	\$195.12	\$6.68	\$173.57	70%				
Family	\$283.94	71%	\$294.47	\$10.53	\$273.77	71%	\$294.47	\$10.53	\$273.77	71%				
PPO w/out Wellness - Non-Smoker														
Employee	\$113.31	67%	\$115.93	\$2.62	\$68.08	67%	\$115.93	\$2.62	\$68.08	67%				
Employee + One	\$229.98	63%	\$236.66	\$6.68	\$173.57	63%	\$236.66	\$6.68	\$173.57	63%				
Family	\$334.71	66%	\$345.24	\$10.53	\$273.77	66%	\$345.24	\$10.53	\$273.77	66%				
PPO w/out Wellness - Smoker														
Employee	\$133.26	61%	\$139.01	\$5.75	\$149.46	61%	\$139.01	\$5.75	\$149.46	61%				
Employee + One	\$253.06	59%	\$259.74	\$6.68	\$173.57	59%	\$259.74	\$6.68	\$173.57	59%				
Family	\$357.78	63%	\$368.31	\$10.53	\$273.77	64%	\$368.31	\$10.53	\$273.77	64%				
Total Premium Equivalency	\$4,332,984				\$4,332,984				\$4,332,984				\$4,332,984	
Employee Paid	\$758,495				\$786,947				\$786,947				\$795,999	
	18.21%				18.16%				18.16%				18.37%	
Employer Paid	\$3,407,800				\$3,546,037				\$3,546,037				\$3,536,985	
	81.79%				81.84%				81.84%				81.63%	

Annual Increase to City of Smyrna	\$138,237	\$129,185
% Increase	4.06%	3.79%
Change with new contribution model		\$9,052

City of Smyrna 2013 - 2014 Medical Contribution Schedule – Option 1

	Current - 2014		2015 Employee Contributions - Current Contribution %				Continue		2015 Employee Contributions - Reduce Employer Contribution %			
	Bi-Weekly Ee Contribution	COS Share	Bi-Weekly Ee Contribution	Bi Weekly Change	2015 Annual Ee Change	COS Share	Bi-Weekly Ee Contribution	Bi Weekly Change	2015 Annual Change	COS Share		
HMO with Wellness - Non-Smoker												
Employee	\$24.80	90%	\$25.56	\$0.76	\$19.69	90%	\$28.11	\$3.31	\$86.14	89%		
Employee + One	\$78.01	83%	\$80.40	\$2.39	\$62.14	83%	\$80.40	\$2.39	\$62.14	83%		
Family	\$115.87	83%	\$119.42	\$3.55	\$92.30	83%	\$119.42	\$3.55	\$92.30	83%		
HMO with Wellness - Smoker												
Employee	\$47.88	81%	\$48.63	\$0.76	\$19.69	81%	\$51.19	\$3.31	\$86.14	80%		
Employee + One	\$101.09	77%	\$103.48	\$2.39	\$62.14	78%	\$103.48	\$2.39	\$62.14	78%		
Family	\$138.95	80%	\$142.50	\$3.55	\$92.30	80%	\$142.50	\$3.55	\$92.30	80%		
HMO w/out Wellness - Non-Smoker												
Employee	\$73.26	70%	\$74.02	\$0.76	\$19.69	71%	\$76.57	\$3.31	\$86.14	70%		
Employee + One	\$142.63	68%	\$145.02	\$2.39	\$62.14	68%	\$145.02	\$2.39	\$62.14	68%		
Family	\$189.72	73%	\$193.27	\$3.55	\$92.30	73%	\$193.27	\$3.55	\$92.30	73%		
HMO w/out Wellness - Smoker												
Employee	\$74.40	70%	\$97.10	\$22.70	\$590.22	62%	\$99.65	\$25.26	\$656.67	61%		
Employee + One	\$165.70	63%	\$168.09	\$2.39	\$62.14	63%	\$168.09	\$2.39	\$62.14	63%		
Family	\$212.79	69%	\$216.34	\$3.55	\$92.30	70%	\$216.34	\$3.55	\$92.30	70%		
PPO Non-Smoker												
Employee	\$64.85	81%	\$66.86	\$2.01	\$52.29	81%	\$66.86	\$2.01	\$52.29	81%		
Employee + One	\$165.37	73%	\$170.49	\$5.13	\$133.31	73%	\$170.49	\$5.13	\$133.31	73%		
Family	\$260.86	73%	\$268.95	\$8.09	\$210.27	73%	\$268.95	\$8.09	\$210.27	73%		
PPO Smoker												
Employee	\$87.93	74%	\$89.94	\$2.01	\$52.29	74%	\$89.94	\$2.01	\$52.29	74%		
Employee + One	\$188.44	69%	\$193.57	\$5.13	\$133.31	70%	\$193.57	\$5.13	\$133.31	70%		
Family	\$283.94	71%	\$292.02	\$8.09	\$210.27	71%	\$292.02	\$8.09	\$210.27	71%		
PPO w/out Wellness - Non-Smoker												
Employee	\$113.31	67%	\$115.33	\$2.01	\$52.29	67%	\$115.33	\$2.01	\$52.29	67%		
Employee + One	\$229.98	63%	\$235.11	\$5.13	\$133.31	63%	\$235.11	\$5.13	\$133.31	63%		
Family	\$334.71	66%	\$342.79	\$8.09	\$210.27	66%	\$342.79	\$8.09	\$210.27	66%		
PPO w/out Wellness - Smoker												
Employee	\$133.26	61%	\$138.40	\$5.14	\$133.67	61%	\$138.40	\$5.14	\$133.67	61%		
Employee + One	\$253.06	59%	\$258.19	\$5.13	\$133.31	59%	\$258.19	\$5.13	\$133.31	59%		
Family	\$357.78	63%	\$365.87	\$8.09	\$210.27	63%	\$365.87	\$8.09	\$210.27	63%		
Total Premium Equivalency	\$4,293,987		\$4,293,987				\$4,293,987					
Employee Paid	\$758,495		\$780,823				\$780,823				\$789,794	
	18.21%		18.18%				18.18%				18.39%	
Employer Paid	\$3,407,800		\$3,513,164				\$3,513,164				\$3,504,193	
	81.79%		81.82%				81.82%				81.61%	

Annual Increase to City of Smyrna

\$105,363

\$96,393

% Increase

3.09%

2.83%

Change with new contribution model

-\$8,971

City of Smyrna 2013 - 2014 Medical Contribution Schedule- Option 2

	Current - 2014		2015 Employee Contributions - Current Contribution %				Continue	2015 Employee Contributions - Reduce Employer Contribution %			
			Bi-Weekly Ee Contribution	COS Share	Bi-Weekly Ee Contribution	Bi Weekly Change		Bi-Weekly Ee Contribution	Bi Weekly Change	2015 Annual Change	COS Share
HMO with Wellness - Non-Smoker											
Employee	\$24.80	90%	\$25.63	\$0.83	\$21.70	90%	\$28.20	\$3.40	\$88.35	89%	
Employee + One	\$78.01	83%	\$80.64	\$2.63	\$68.47	83%	\$80.64	\$2.63	\$68.47	83%	
Family	\$115.87	83%	\$119.78	\$3.91	\$101.70	83%	\$119.78	\$3.91	\$101.70	83%	
HMO with Wellness - Smoker											
Employee	\$47.88	81%	\$48.71	\$0.83	\$21.70	81%	\$51.28	\$3.40	\$88.35	80%	
Employee + One	\$101.09	77%	\$103.72	\$2.63	\$68.47	78%	\$103.72	\$2.63	\$68.47	78%	
Family	\$138.95	80%	\$142.86	\$3.91	\$101.70	80%	\$142.86	\$3.91	\$101.70	80%	
HMO w/out Wellness - Non-Smoker											
Employee	\$73.26	70%	\$74.10	\$0.83	\$21.70	71%	\$76.66	\$3.40	\$88.35	70%	
Employee + One	\$142.63	68%	\$145.26	\$2.63	\$68.47	69%	\$145.26	\$2.63	\$68.47	69%	
Family	\$189.72	73%	\$193.63	\$3.91	\$101.70	73%	\$193.63	\$3.91	\$101.70	73%	
HMO w/out Wellness - Smoker											
Employee	\$74.40	70%	\$97.17	\$22.78	\$592.23	62%	\$99.74	\$25.34	\$658.88	61%	
Employee + One	\$165.70	63%	\$168.34	\$2.63	\$68.47	64%	\$168.34	\$2.63	\$68.47	64%	
Family	\$212.79	69%	\$216.70	\$3.91	\$101.70	70%	\$216.70	\$3.91	\$101.70	70%	
PPO Non-Smoker											
Employee	\$64.85	81%	\$67.07	\$2.21	\$57.55	81%	\$67.07	\$2.21	\$57.55	81%	
Employee + One	\$165.37	73%	\$171.01	\$5.64	\$146.73	73%	\$171.01	\$5.64	\$146.73	73%	
Family	\$260.86	73%	\$269.76	\$8.90	\$231.44	73%	\$269.76	\$8.90	\$231.44	73%	
PPO Smoker											
Employee	\$87.93	74%	\$90.14	\$2.21	\$57.55	75%	\$90.14	\$2.21	\$57.55	75%	
Employee + One	\$188.44	69%	\$194.09	\$5.64	\$146.73	70%	\$194.09	\$5.64	\$146.73	70%	
Family	\$283.94	71%	\$292.84	\$8.90	\$231.44	71%	\$292.84	\$8.90	\$231.44	71%	
PPO w/out Wellness - Non-Smoker											
Employee	\$113.31	67%	\$115.53	\$2.21	\$57.55	67%	\$115.53	\$2.21	\$57.55	67%	
Employee + One	\$229.98	63%	\$235.63	\$5.64	\$146.73	63%	\$235.63	\$5.64	\$146.73	63%	
Family	\$334.71	66%	\$343.61	\$8.90	\$231.44	66%	\$343.61	\$8.90	\$231.44	66%	
PPO w/out Wellness - Smoker											
Employee	\$133.26	61%	\$138.61	\$5.34	\$138.93	61%	\$138.61	\$5.34	\$138.93	61%	
Employee + One	\$253.06	59%	\$258.70	\$5.64	\$146.73	59%	\$258.70	\$5.64	\$146.73	59%	
Family	\$357.78	63%	\$366.68	\$8.90	\$231.44	63%	\$366.68	\$8.90	\$231.44	63%	
Total Premium Equivalency	\$4,306,986		\$4,306,986				\$4,306,986				
Employee Paid	\$758,495		\$782,865				\$782,865				
	18.21%		18.18%				18.18%				
Employer Paid	\$3,407,800		\$3,524,121				\$3,515,124				
	81.79%		81.82%				81.61%				

Annual Increase to City of Smyrna

\$116,321

\$107,323

% Increase

3.41%

3.15%

Change with new contribution model

-\$8,998



**MARSH & MCLENNAN
AGENCY**

Legal/regional regulatory statement to be added here if required.

ESRD is approximately 200% more frequent and represents about \$4.50 PMPM affecting 10 members with 2 on dialysis. Dialysis costs increased by 20% in the last 12 months with ESRD accounting for about 5.4% of last year's medical expenses.

Coordination of Medical Coverage with Medicare

Individuals who meet Social Security status requirements may become eligible for Medicare (a Social Security benefit) prior to reaching age 65 under certain circumstances. These requirements include, for you and your eligible dependents:

- End-stage renal disease (if you or your dependent has end-stage renal disease, the plan will be primary payer for medical coverage for the first 30 months. In these situations, Medicare medical coverage will be secondary to the plan. At the end of the first 30 months, Medicare will be the primary payer and the plan will be the secondary payer.)
- In most circumstances, Medicare requires the use of Medicare-approved providers and facilities. Failure to use an approved provider or facility may result in nonpayment by Medicare and more cost to you.
- The City of Smyrna Plan assumes that Part B has been elected and coordinates benefits as if Part B has been elected. The Part B premiums paid could be very minimal in comparison with the financial hardship that could result from not having Part B Medicare coverage.
- Any payment to be made under the Plan shall be calculated as if the individual is covered under Part B of Medicare, whether or not the Medicare-eligible individual is in fact covered under Part B.