

Proposed Retirement Health Care Changes

SUMMARY OF IMPACT

RESULTING SAVINGS IF IMPLEMENTED - \$5.08 MILLION

PLAN CHANGE ALONE REPRESENTS ¼ OF THE ANNUAL BENEFIT COST
(\$1.5 MILLION)

IMPLEMENT SEVERAL OF THE COMMITTEE RECOMMENDATIONS

ALTERNATIVE FINANCING

\$1,700,000	PROPOSED FROM SETTLEMENT
\$1,000,000	FROM 2011 FUND BALANCE
\$ 150,000	ADMIN FEE SAVINGS

PLAN DESIGN/REDESIGN

\$ 386,000	PPO 8
\$1,046,000	DRUG COPAY CHANGES (FROM \$15/\$30/\$45 TO \$10/\$40/\$80)
\$ 800,000	COUNTY MATCH ON PAYROLL

CONTINUE TO PURSUE OTHER RECOMMENDATIONS

- CONTRIBUTE INCOME FROM ASSETS SOLD
- POTENTIAL USE OF EMPLOYEE GROUP WAIVER PLAN
- CONTINUE PERFORMING ELIGIBILITY AND CLAIMS AUDITS
- STUDY POTENTIAL BUYOUT OF TARGETED GROUPS
- COORDINATE SPOUSAL COVERAGE; ELIMINATE DUPLICATE COVERAGE
- CHANGE THE DEFINITION OF INCOME FOR CERTAIN SUBSIDIZED BENEFITS FOR LOW INCOME PARTICIPANTS