

Hartford Board of Education - Active Custodians Example (Scenario 2)

Medical, Prescription Drug, and Dental Employee Contributions

	July 1, 2019 to June 30, 2020					Scenario 2 - Full Conversion to HSA							
	Fully-Insured Equivalent Rate	Employee Contribution	BOE HSA Contribution	BOE Total	EE % of Premium	Fully-Insured Equivalent Rate	Employee Contribution	BOE HSA Contribution	BOE Total	EE % of Premium	Contribution Change		
HDHP W/ HEALTH SAVINGS ACCOUNT													
Enrollment Tier	Count					Count							
Employee Only	30	\$974.68	\$116.96	\$83.33	\$941.05	12%	110	\$974.68	\$116.96	\$83.33	\$941.05	12%	0%
Employee + 1	10	\$1,968.99	\$236.28	\$166.67	\$1,899.38	12%	69	\$1,968.99	\$236.28	\$166.67	\$1,899.38	12%	0%
Employee + Family	7	\$2,610.95	\$313.31	\$166.67	\$2,464.31	12%	76	\$2,610.95	\$313.31	\$166.67	\$2,464.31	12%	0%
Total Annual Premium	47	\$806,483	\$96,777	\$63,999	\$773,706	12%	255	\$5,298,088	\$635,766	\$400,001	\$5,062,323	12%	0%
PPO PLAN													
Enrollment Tier	Count					Count							
Employee Only	80	\$1,291.31	\$193.70		\$1,097.61	15%	0	\$1,291.31	\$193.70		\$941.05	15%	0%
Employee + 1	59	\$2,629.97	\$394.49		\$2,235.48	15%	0	\$2,629.97	\$394.49		\$1,899.38	15%	0%
Employee + Family	69	\$3,541.48	\$531.22		\$3,010.26	15%	0	\$3,541.48	\$531.22		\$2,464.31	15%	0%
Total Annual Premium	208	\$6,034,016	\$905,101		\$5,128,915	15%	0	\$0	\$0		\$0		0%
Estimated Total		\$6,840,499	\$1,001,878	\$63,999	\$5,902,621	14.6%		\$5,298,088	\$635,766	\$400,001	\$5,062,323	12.0%	-36.5%

CHANGE IN BOE REVENUE			N/A										
ESTIMATED EXPENSE SAVINGS			N/A										
CHANGE IN BOE NET COST			N/A										

NOTES:

- The July 1, 2019 funding rates above are from the budget projections report released in February 2019.
- Enrollment counts above reflect Active Custodians PPO firm divisions 675106 and 675856 and High Deductible Health Plan firm division 676111 and 676204 as reported by Anthem for April 2019.
- The current employee contribution rates reflect the employee contributions as of 7/1/2017 .
- The employee cost share for the High Deductible Health Plan is based only on the medical, prescription drug, and dental rates. The employee does not pay a percentage of the Board of Education's contribution to the HSAs.
- This exhibit is used to illustrate the estimated revenue **and claims** impact to the Board of Education based on employee cost shares charged on the fully-insured equivalent rates. Please note that the "BOE Total" columns are not reflective of the Board of Education's actual projected costs for the fiscal year ending June 30, 2020.