

RESOLUTION R7-17

A RESOLUTION AUTHORIZING THE RENEWAL OF HEALTH INSURANCE FOR  
VILLAGE EMPLOYEES

Whereas, The Village of Covington deems it appropriate and necessary to maintain health insurance benefits for the Village of Covington's employees;

Whereas, the Village of Covington has been presented a renewal from Anthem Blue Cross and Blue Shield and Council has determined that Anthem Blue Cross and Blue Shield will provide insurance benefits at the most economical cost to the Village;

BE IT RESOLVED by the Legislative Authority of the Village of Covington, State of Ohio, that:


SECTION 1: that the Village Administrator along with the Fiscal Officer shall be authorized to enter into contracts with Anthem Blue Cross and Blue Shield to provide health, dental and vision insurance benefits for the Village of Covington's employees. Said contracts are more particularly described in Exhibit A.; and

SECTION 2: This Resolution shall take effect and be in force from and after the earliest period allowed by law.

APPROVED February 21, 2017:



Edward L. McCord, Mayor



R. Scott Tobias, President of Council



Brenda Carroll, Clerk / Fiscal Officer

# Proposed Renewal 2017

|                                      |                           |                           |
|--------------------------------------|---------------------------|---------------------------|
|                                      | <b>A</b>                  | <b>B</b>                  |
| Proposed 2017 Renewal with MEWA Plan | 15% Employee Contribution | 15% Employee Contribution |

| 2017 Employee Health Insurance  | Current total premium including village provided life ins. | Current employee cost / MO @ 15% | Annual Council health savings | Renewal Premium For the Current Plan | Renewal cost / MO to employee @ 15% | Increased Premium cost to employee per mo over previous plan. |
|---|--|----------------------------------|-------------------------------|--------------------------------------|-------------------------------------|---|
| 1 - lumenos single  | \$ 343.36  | \$ 50.58                         | \$ 1,000                      | \$ 368.05                            | \$ 54.29                            | \$ 3.70   |
| 2 - lumenos single  | \$ 343.36  | \$ 50.58                         | \$ 1,000                      | \$ 368.05                            | \$ 54.29                            | \$ 3.70   |
| 3 - lumenos single  | \$ 343.36  | \$ 50.58                         | \$ 1,000                      | \$ 368.05                            | \$ 54.29                            | \$ 3.70   |
| 4 - blue family   | \$ 1,176.65  | \$ 175.58                        | \$ -                          | \$ 1,265.44                          | \$ 188.90                           | \$ 13.32  |
| 5 - lumenos single  | \$ 343.36  | \$ 50.58                         | \$ 1,000                      | \$ 368.05                            | \$ 54.29                            | \$ 3.70   |
| 6 - blue + spouse   | \$ 839.56  | \$ 125.01                        | \$ -                          | \$ 902.78                            | \$ 134.50                           | \$ 9.48   |
| 7 - lumenos single  | \$ 343.36  | \$ 50.58                         | \$ 1,000                      | \$ 368.05                            | \$ 54.29                            | \$ 3.70   |
| 8 - blue employee+child   | \$ 646.18  | \$ 96.01                         | \$ -                          | \$ 694.73                            | \$ 103.29                           | \$ 7.28   |
| 9 - lumenos single  | \$ 343.36  | \$ 50.58                         | \$ 1,000                      | \$ 368.05                            | \$ 54.29                            | \$ 3.70   |
| 10-Lumenos employee+Family  | \$ 1,047.14  | \$ 156.15                        | \$ 2,000                      | \$ 1,123.39                          | \$ 167.59                           | \$ 11.44  |
| 11 - blue family  | \$ 1,176.65  | \$ 175.58                        | \$ -                          | \$ 1,265.44                          | \$ 188.90                           | \$ 13.32  |
| 12 - lumenos single   | \$ 343.36  | \$ 50.58                         | \$ 1,000                      | \$ 368.05                            | \$ 54.29                            | \$ 3.70   |
| 13 - blue employee+child  | \$ 646.18  | \$ 96.01                         | \$ -                          | \$ 694.73                            | \$ 103.29                           | \$ 7.28   |
| 14 - lumenos single   | \$ 343.36  | \$ 50.58                         | \$ 1,000                      | \$ 368.05                            | \$ 54.29                            | \$ 3.70   |
| 15 - Life only  | \$ 6.13  | \$ -                             | \$ -                          | \$ 6.13                              | \$ -                                | \$ -  |
| 16 - Life Only  | \$ 6.13  | \$ -                             | \$ -                          | \$ 6.13                              | \$ -                                | \$ -  |
| 17 - blue family  | \$ 1,176.65  | \$ 175.58                        | \$ -                          | \$ 1,265.44                          | \$ 188.90                           | \$ 13.32  |
| Monthly Cost  | \$ 9,468.15  | \$ 1,404.59                      | \$ 10,000                     | \$ 10,168.61                         | \$ 1,509.66                         | \$ 105.07   |
| Annual Employee Cost  |  | \$ 16,855.09                     |                               |                                      | \$ 18,115.92                        |   |
| Total Annual Plan Cost  | \$ 113,617.80  |                                  |                               | \$ 122,023.32                        |                                     |   |
| Council Annual Cost   | \$ 106,762.71  |                                  |                               | \$ 113,907.40                        |                                     |   |
| Current 2016 Plan   |  |                                  |                               |                                      |                                     |   |
| 2017 Annual renewal increase  |  |                                  |                               |                                      |                                     |   |
| annual with health savings cont (1k single, 2k family)                    |  |                                  |                               |                                      |                                     |   |
| \$104 Village monthly exp for life insurance is included in this analysis |  |                                  |                               |                                      |                                     |   |

|   |               |              |
|---|---------------|--------------|
| Monthly Cost  | \$ 10,168.61  |              |
| Annual Employee Cost  | \$ 1,509.66   | \$ 105.07    |
| Total Annual Plan Cost  | \$ 122,023.32 | \$ 18,115.92 |
| Council Annual Cost   | \$ 113,907.40 | \$ 7,144.69  |
| Current 2016 Plan   |               |              |
| 2017 Annual renewal increase  |               |              |
| annual with health savings cont (1k single, 2k family)                    |               |              |
| \$104 Village monthly exp for life insurance is included in this analysis |               |              |