



Marsh McLennan
Agency

2024 Employee Benefit Planning

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2024 Cost Projections

The background of the slide features a series of light blue, wavy lines that create a sense of movement and depth. These lines are layered and overlap, giving the impression of a stylized, abstract landscape or a series of ripples. The overall aesthetic is clean and modern, with a focus on geometric and organic shapes.

2024 Cost Projection Snapshot

Total Cost Summary (All Lines of Coverage)

\$26.8M

Current Employer Net Spend

- Total Spend: \$34.7M
- Employee Net: \$7.9M

\$30.6M

Projected Employer Net Spend

- Total Spend: \$38.5M
- Employee Net: \$7.9M

\$3.8M

Employer Net Increase

- Employer Net Increase = 14.4%
- No Changes to Plan Design or Employee Contributions

- Claims for the 2024 budget projection were updated through July 2023.
- Snapshot includes medical/rx, dental, vision, surcharges, opt-out bonus, life expenses, and \$150,000 BCBS retention credit.

2024 Cost Projections

Total Cost Summary

	Projected Cost 1/1/2023-12/31/2023	Projected Cost 1/1/2024-12/31/2024	\$ Difference from Current	% Difference from Current
Medical/Rx Plan				
Total	\$32,661,455	\$36,508,171	\$3,846,717	11.8%
DuPage County Net Cost	\$26,205,532	\$30,052,249	\$3,846,717	14.7%
Employee Contribution	\$6,455,922	\$6,455,922	\$0	0.0%
Dental Plan				
Total	\$1,699,689	\$1,699,689	\$0	0.0%
DuPage County Net Cost	\$853,944	\$853,944	\$0	0.0%
Employee Contribution	\$845,745	\$845,745	\$0	0.0%
Vision Plan				
Total	\$130,923	\$125,618	(\$5,305)	-4.1%
DuPage County Net Cost	\$0	\$0	\$0	0.0%
Employee Contribution	\$130,923	\$125,618	(\$5,305)	-4.1%
Spousal Surcharge				
Total	\$0	\$0	\$0	0.0%
DuPage County Net Cost	(\$280,800)	(\$280,800)	\$0	0.0%
Employee Contribution	\$280,800	\$280,800	\$0	0.0%
Tobacco Surcharge				
Total	\$0	\$0	\$0	0.0%
DuPage County Net Cost	(\$166,500)	(\$166,500)	\$0	0.0%
Employee Contribution	\$166,500	\$166,500	\$0	0.0%
Opt-Out Bonus				
Total	\$0	\$0	\$0	0.0%
DuPage County Net Cost	\$254,400	\$254,400	\$0	0.0%
Employee Contribution	(\$254,400)	(\$254,400)	\$0	0.0%
Basic and Voluntary Life Plans				
Total	\$321,840	\$321,840	\$0	0.0%
DuPage County Net Cost	\$66,553	\$66,553	\$0	0.0%
Employee Contribution	\$255,287	\$255,287	\$0	0.0%
BCBSIL Fee Credits				
Total	for retention (\$150,000)	for retention (\$150,000)	\$0	0.0%
DuPage County Net Cost	(\$150,000)	(\$150,000)	\$0	0.0%
Employee Contribution	\$0	\$0	\$0	0.0%
TOTAL BENEFIT PLAN COST				
Total Plan Cost	\$34,663,906	\$38,505,317	\$3,841,411	11.1%
Total DuPage County Net Cost	\$26,783,129	\$30,629,846	\$3,846,717	14.4%
Total Employee Contribution	\$7,880,777	\$7,875,471	(\$5,305)	-0.1%

Recommendations



2024 Final Decisions

Projected Cost Increase vs Recommended Alternatives

Net Cost Increase Before Changes	\$3,846,717	+14.4%
Cost Alternatives	Net Cost Impact	
3. HMO: Increase Primary Care Physician (PCP) Copay to \$25	(\$27,532)	
11. Prescription Drugs – HMO: Increase Brand Copays to \$35 (Formulary) and \$55 (Non-Formulary)	(\$37,138)	
12. Prescription Drugs – PPO: Increase Brand Copays to \$35 (Formulary) and \$55 (Non-Formulary)	(\$3,448)	
14a. Dental: Increase employee cost-share to 60%	(\$174,068)	
16b. Reduce Opt-Out Bonus to \$0 per employee per month (remove opt-out bonus offering)	(\$254,400)	
17. Increase Working Spouse Surcharge to \$150 per employee per month	(\$140,400)	
PPO Plans: Increase Specific Stop Loss threshold to \$125,000 (from \$75,000)	(\$1,248,051)	
RX Alt. 1 for PPO: BCBSIL 2024 Prescription Drug Contract Improvements	(\$129,081)	
RX Alt 2 for PPO Plans: Move to 'Balanced' Formulary for prescription drug coverage	(\$86,053)	
RX Alt 3 for PPO Plans: Move to 'Advantage' Network for prescription drug coverage	(\$153,668)	
13d. Increase current employee contribution dollar amounts by 3.5%	(\$225,957)	
Total Reduction	(\$2,479,796)	
Adjusted Net Cost Increase After Changes	\$1,366,921	+5.1%

2024 Monthly Employee Contributions – Medical/Rx

Alternative 13d: Increase employee contributions by 3.5%

		2023	2024	Monthly Contribution Difference		Benchmark
		EE Contribution	EE Contribution	\$	%	
HMO	Employee	\$125.60	\$130.00	\$4.40	3.5%	\$150
	Employee + Spouse	\$278.35	\$288.09	\$9.74	3.5%	
	Employee + Children	\$294.87	\$305.19	\$10.32	3.5%	
	Employee + Family	\$406.34	\$420.56	\$14.22	3.5%	\$572
PPO 1	Employee	\$274.90	\$284.52	\$9.62	3.5%	\$176
	Employee + Spouse	\$812.32	\$840.75	\$28.43	3.5%	
	Employee + Children	\$779.19	\$806.46	\$27.27	3.5%	
	Employee + Family	\$1,195.05	\$1,236.88	\$41.83	3.5%	\$627
Blue Choice PPO	Employee	\$226.11	\$234.02	\$7.91	3.5%	\$176
	Employee + Spouse	\$572.06	\$592.08	\$20.02	3.5%	
	Employee + Children	\$549.00	\$568.22	\$19.21	3.5%	
	Employee + Family	\$838.58	\$867.93	\$29.35	3.5%	\$627
Blue Edge HSA	Employee	\$260.67	\$269.79	\$9.12	3.5%	\$109
	Employee + Spouse	\$767.96	\$794.84	\$26.88	3.5%	
	Employee + Children	\$736.70	\$762.48	\$25.78	3.5%	
	Employee + Family	\$1,129.24	\$1,168.76	\$39.52	3.5%	\$413

2024 Monthly Employee Contributions – Dental

Alternative 14a: Increase employee cost-share to 60%

14a: 60% Employee Cost-Share		2023 – Current			2024 – Projection			Monthly Contribution Difference	
		ER Net Cost	EE Contribution	EE %	ER Net Cost	EE Contribution	EE %	\$	%
Dental	Employee	\$18.51	\$18.18	49.6%	\$14.68	\$22.01	60.0%	\$3.83	21.1%
	Family	\$50.59	\$50.27	49.8%	\$40.34	\$60.52	60.0%	\$10.25	20.4%

2024 Cost Projections

Total Cost Summary

	Projected Budget Cost 1/1/2023-12/31/2023	Projected Budget Cost No Changes 1/1/2024-12/31/2024	Projected Budget Cost With All Changes 1/1/2024-12/31/2024
Medical/Rx Plan			
Total	\$32,661,455	\$36,508,171	\$34,823,202
DuPage County Net Cost	\$26,205,532	\$30,052,249	\$28,141,322
Employee Contribution	\$6,455,922	\$6,455,922	\$6,681,880
Dental Plan			
Total	\$1,699,689	\$1,699,689	\$1,699,689
DuPage County Net Cost	\$853,944	\$853,944	\$679,875
Employee Contribution	\$845,745	\$845,745	\$1,019,813
Vision Plan			
Total	\$130,923	\$125,618	\$125,618
DuPage County Net Cost	\$0	\$0	\$0
Employee Contribution	\$130,923	\$125,618	\$125,618
Spousal Surcharge			
Total	\$0	\$0	\$0
DuPage County Net Cost	(\$280,800)	(\$280,800)	(\$421,200)
Employee Contribution	\$280,800	\$280,800	\$421,200
Tobacco Surcharge			
Total	\$0	\$0	\$0
DuPage County Net Cost	(\$166,500)	(\$166,500)	(\$166,500)
Employee Contribution	\$166,500	\$166,500	\$166,500
Opt-Out Bonus			
Total	\$0	\$0	\$0
DuPage County Net Cost	\$254,400	\$254,400	\$0
Employee Contribution	(\$254,400)	(\$254,400)	\$0
Basic and Voluntary Life Plans			
Total	\$321,840	\$321,840	\$321,840
DuPage County Net Cost	\$66,553	\$66,553	\$66,553
Employee Contribution	\$255,287	\$255,287	\$255,287
BCBSIL Fee Credits	for retention	for retention	
Total	(\$150,000)	(\$150,000)	(\$150,000)
DuPage County Net Cost	(\$150,000)	(\$150,000)	(\$150,000)
Employee Contribution	\$0	\$0	\$0
TOTAL BENEFIT PLAN COST			
Total Plan Cost	\$34,663,906	\$38,505,317	\$36,820,348
Total DuPage County Net Cost	\$26,783,129	\$30,629,846	\$28,150,050
Total Employee Contribution	\$7,880,777	\$7,875,471	\$8,670,297
NET COST DIFFERENCE COMPARED TO CURRENT BUDGET			
Dollar Difference		\$3,846,717	\$1,366,921
Percent Difference		+14.4%	+5.1%

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This is a general outline of covered benefits and does not include all benefits, limitations, and exclusions of the benefit programs. If there are any discrepancies between the illustrations contained herein and the benefit proposals or official benefit plan documents, the benefit proposals or official benefit plan documents prevail. See the official benefit plan documents for a full list of exclusions. Actual monthly and annual premium amounts may vary due to fluctuations in the enrollment counts and/or ages of covered persons over the previous and next year.

This analysis is for illustrative purposes only and is not a guarantee of future expenses. There are many variables that can affect future health care costs including utilization patterns, catastrophic claims, changes in plan design, health care trend increases and more. Retention and pooling charges are based on most recent carrier renewal and are subject to change.

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