

PERS Benefits Committee

Sparb Collins

NDPERS



North Dakota Public Employees Retirement System

Agenda

- Summary – Past Meetings
 - Retirement
 - Health

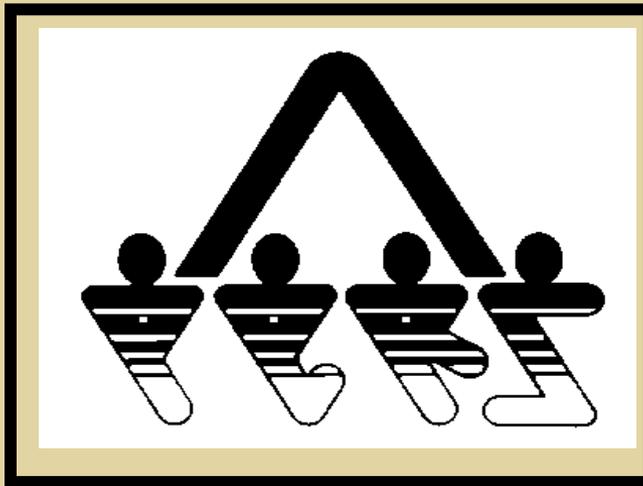
LTC Report to PERS Bd

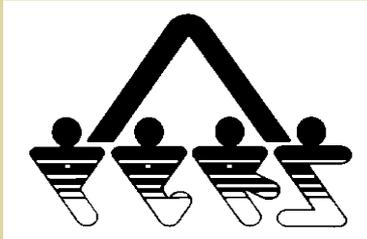
- Concerns were expressed with asking for employer premium support given the challenge the retirement and health plans faced.
- In addition, some thought that requesting additional premiums support for a new program could effect considerations relating salary.
- It was also suggested that while it would be unlikely to get the state to support additional premiums for LTC, asking for it would highlight the importance of this type of coverage and demonstrate PERS concern in this area. It was felt that submitting to the interim committee for consideration and the legislature would provide useful discussion on this topic.
- There appeared to be a consensus that PERS should, at a minimum, pursue option #4.

Pre-Medicare Report to PERS Bd

- Its been suggested that we should move back the implementation from July of 2015 to July of 2017 based upon the slow start of the ACA

RETIREMENT PROGRAMS





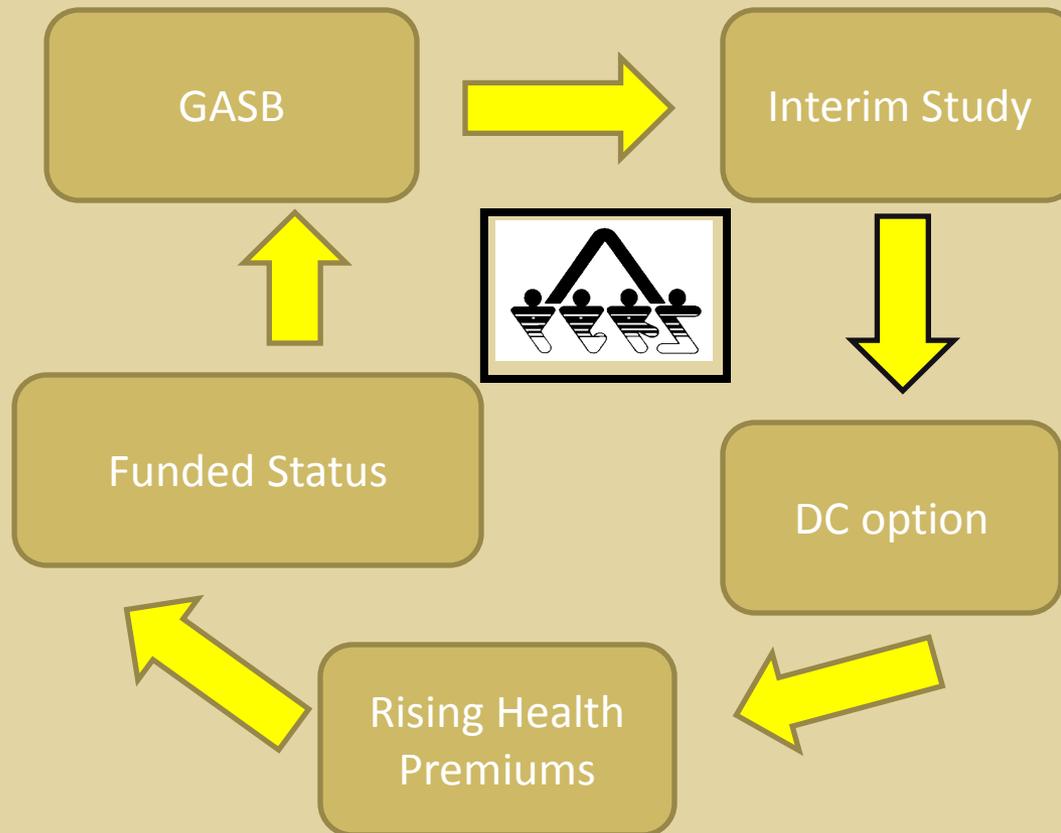
RETIREMENT



North Dakota Public Employees Retirement System

RETIREMENT RELATED ACTIVITIES

Environment



GASB Statements 67 and 68

Governmental Accounting Standards Board Financial Reporting Focus

- GASB establishes accounting and financial reporting, *not funding policies*
- Focus is on pension obligation, changes in obligation, and attribution of expense

Long-Term Nature of Governments

- Cost of services to long-term operation
- “Interperiod equity” matches current period resources and costs

Employer-Employee Exchange

- Employer incurs an obligation to its employees for pension benefits
- Transaction is in context of a career-long relationship

SECTION 16. LEGISLATIVE MANAGEMENT STUDY - NORTH DAKOTA
RETIREMENT PLANS.

During the 2013-14 interim, the legislative management shall consider studying the feasibility and desirability of existing and possible state retirement plans. The study must include an analysis of both a defined benefit plan and a defined contribution plan with considerations and possible consequences for transitioning to a state defined contribution plan. The study may not be conducted by the employee benefits programs committee. The legislative management shall report its findings and recommendations, together with any legislation needed to implement the recommendations, to the sixty-fourth legislative assembly.

Active State Renewal Rate

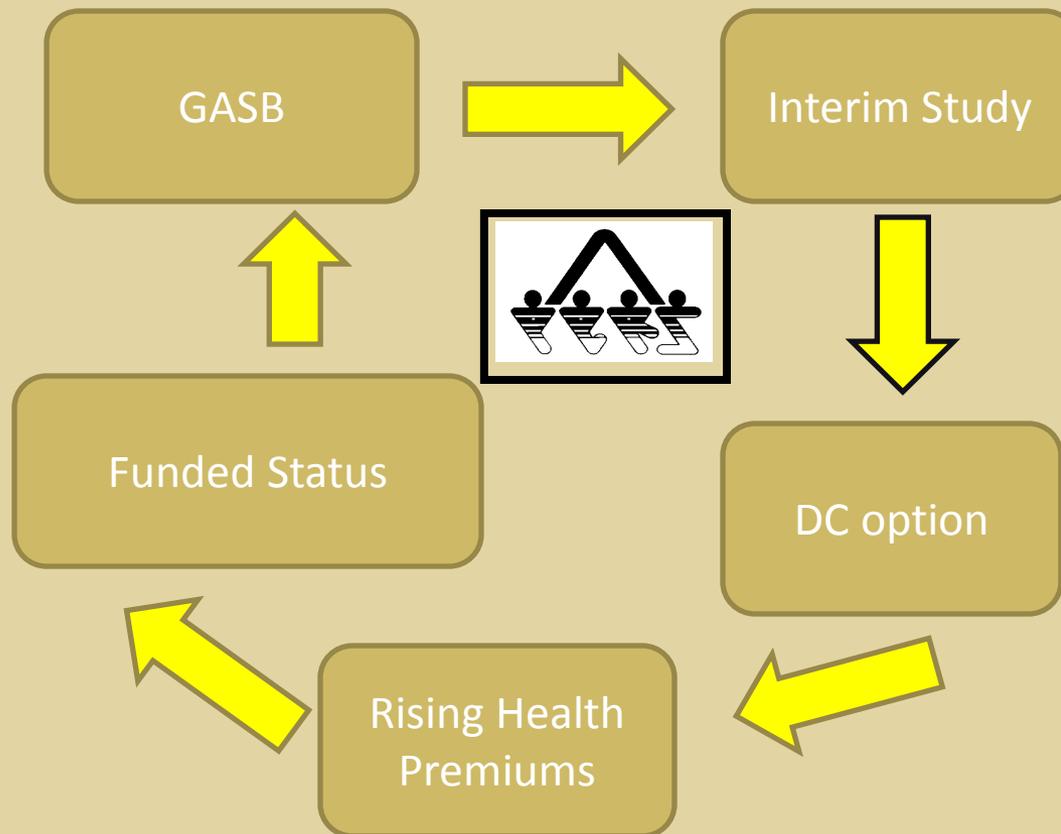
NDPERS 2013- 2015 Allocation and 2015-2017 Projection	NDPERS 2015-2017 Planning Projections			
	5.0% Trend	7.0% Trend	9.0% Trend	10.0% Trend
2009-2011 rate	\$825.66	\$825.66	\$825.66	\$825.66
2011-2013 rate	\$886.62	\$886.62	\$886.62	\$886.62
2013-2015 rate (\$998.92 BCBS)	\$981.68	\$981.68	\$981.68	\$981.68
2013-2015 % increase	10.72%	10.72%	10.72%	10.72%
Projected 2015-2017 rate	\$1101.31	\$1143.66	\$1186.82	\$1208.69
2015-2017 \$ increase	\$102.39	\$144.74	\$187.90	\$209.77
2015-2017 % increase	12.19%	16.50%	20.09%	23.12%
Total State additional funds *	\$29,488,000	\$41,685,000	\$54,115,000	\$60,414,000
Total additional general funds**	\$16,218,000	\$22,927,000	\$29,763,000	\$33,228,000



* - For biennium assuming 12,000 State FTE's

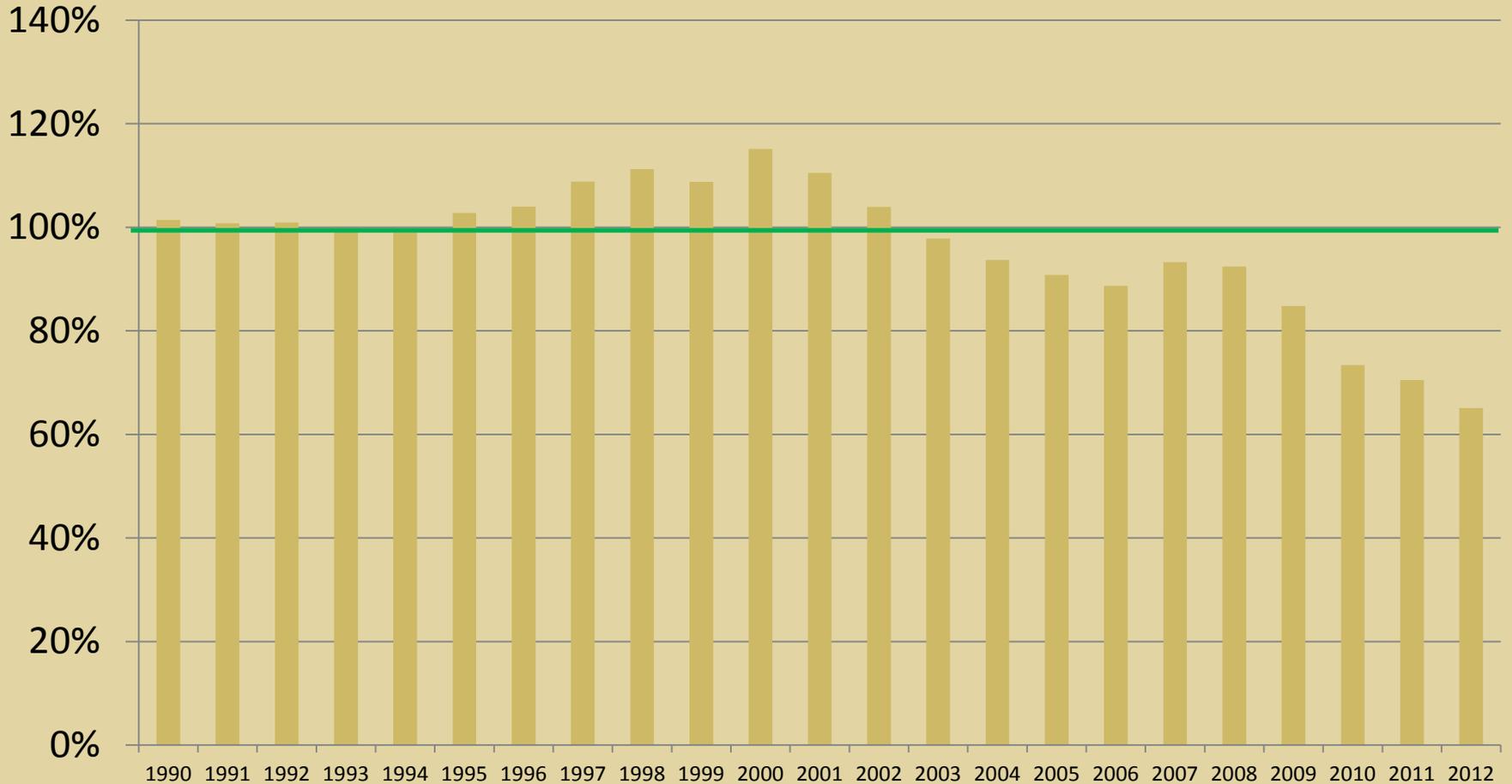
** - Assumed to be 55% of total funds

Environment



NDPERS Funded Ratio

Actuarial Value



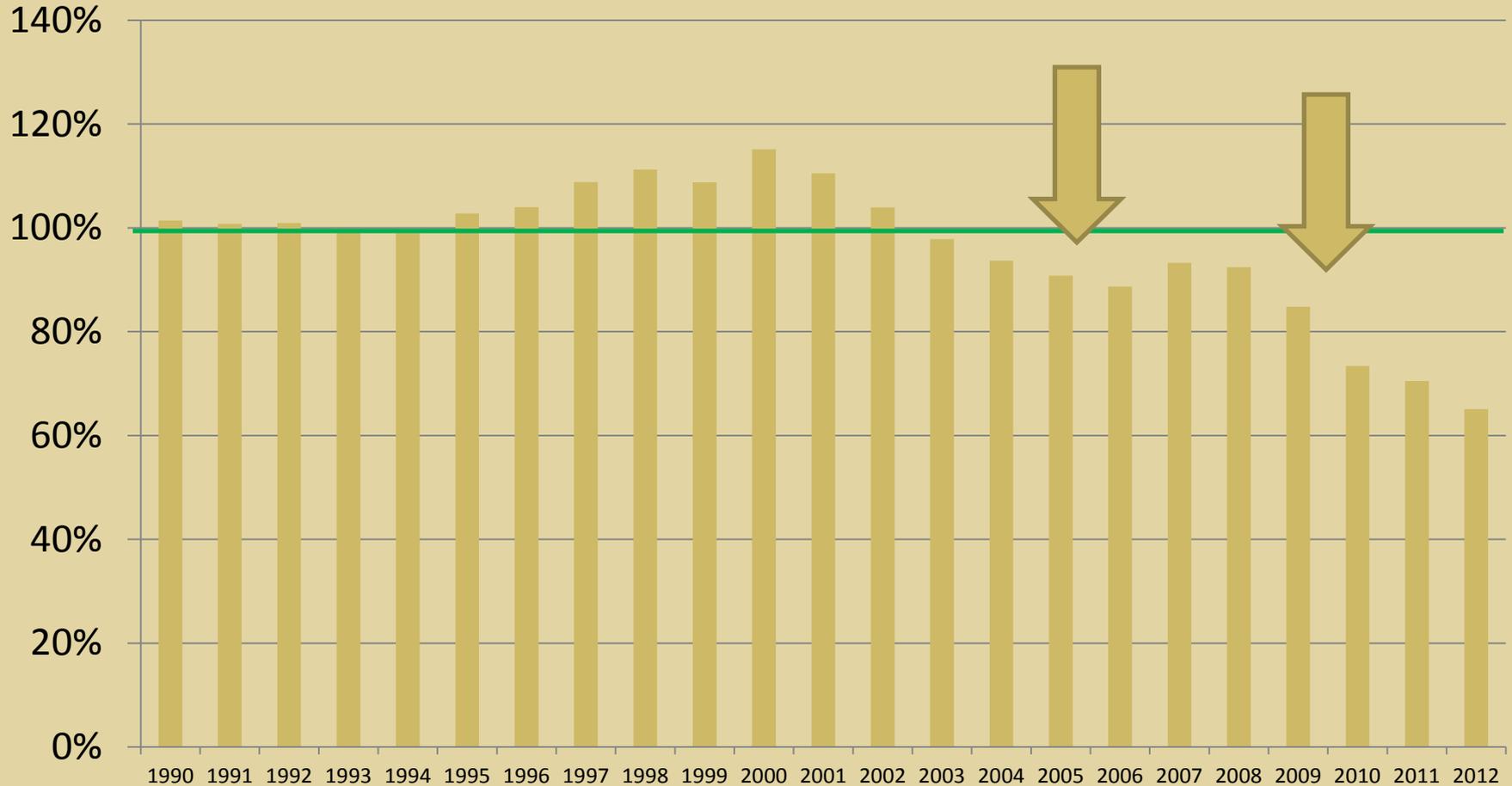
NDPERS Main System Investment Returns



THE CHALLENGE AND ACCOMPLISHMENTS

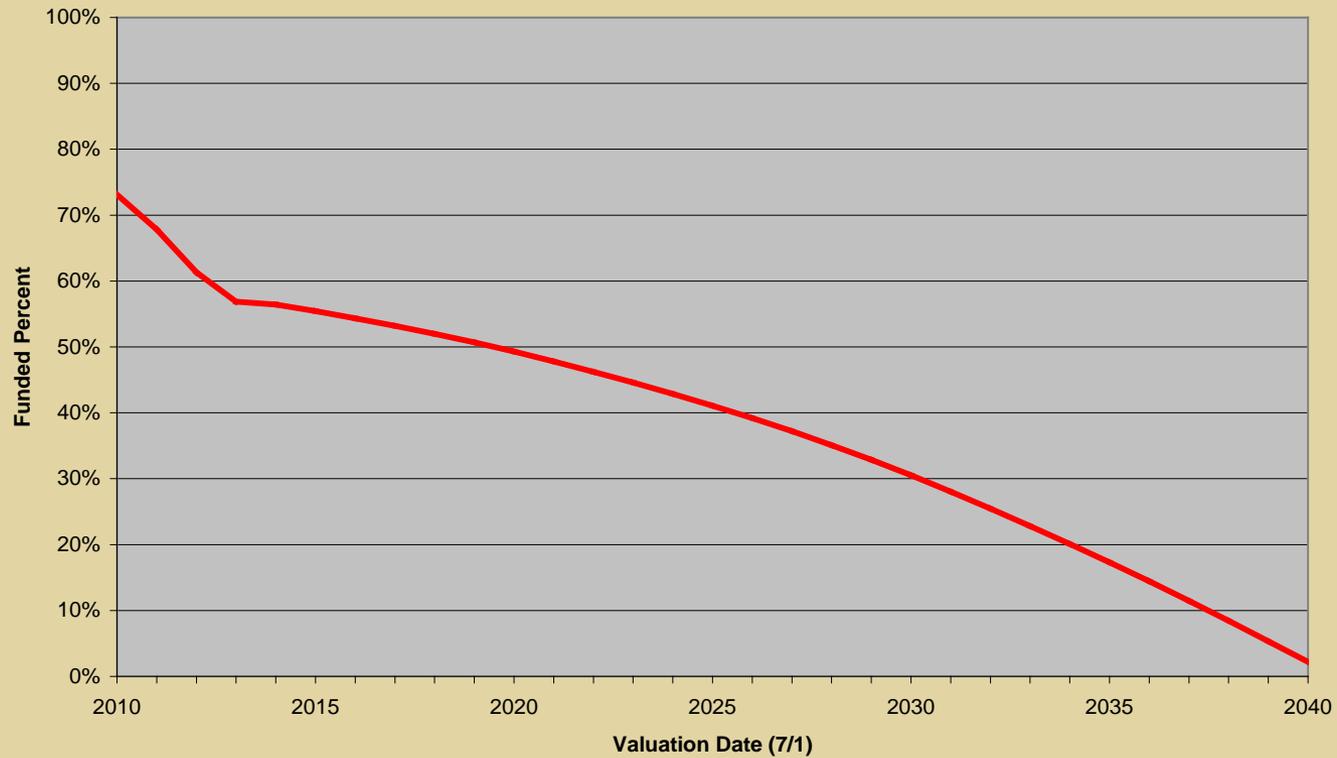
NDPERS Funded Ratio

Actuarial Value

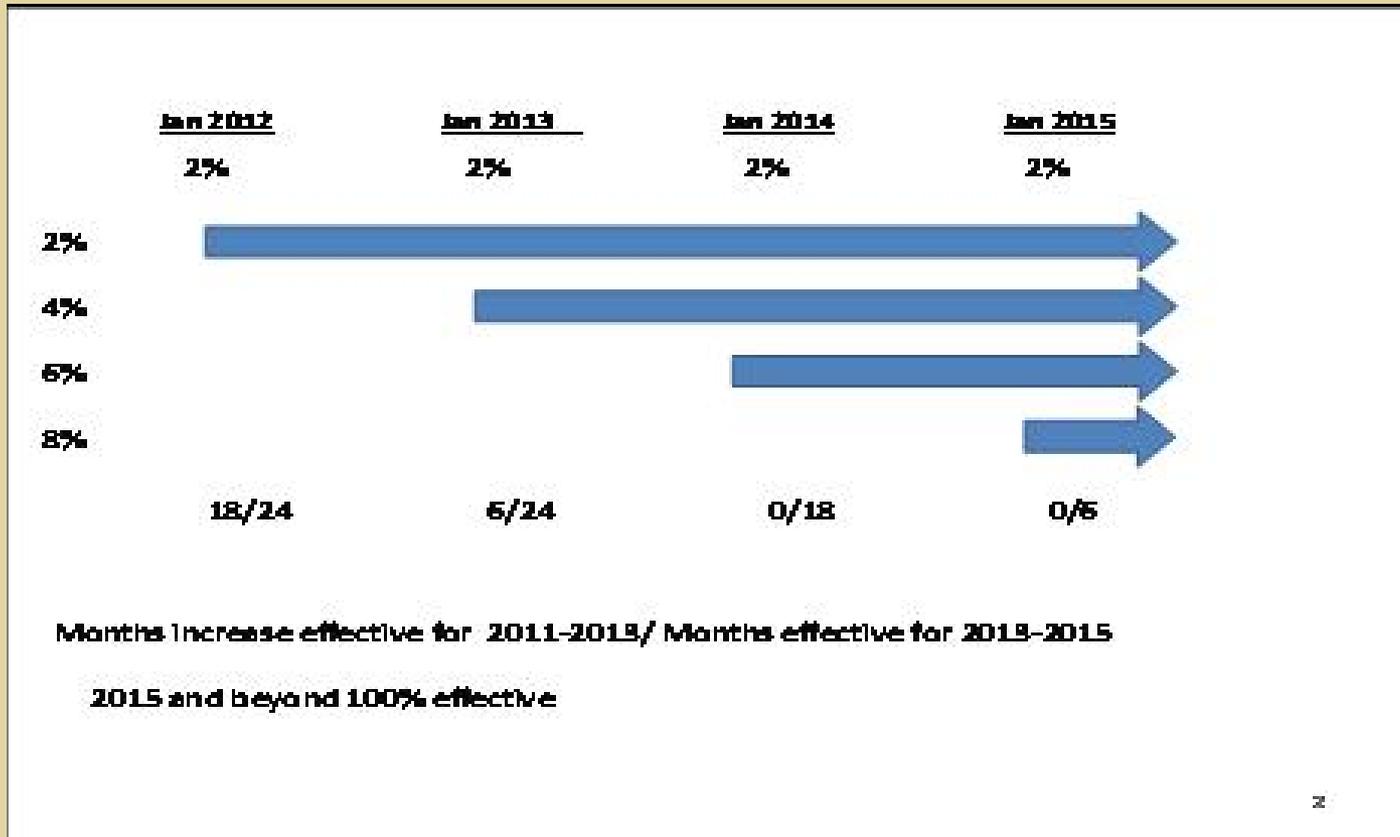


The challenge

PERS (Main System)
Projected Funded Ratio Under Current Plan
(Actuarial Value of Assets to Actuarial Accrued Liability)
Based on July 1, 2010 Data



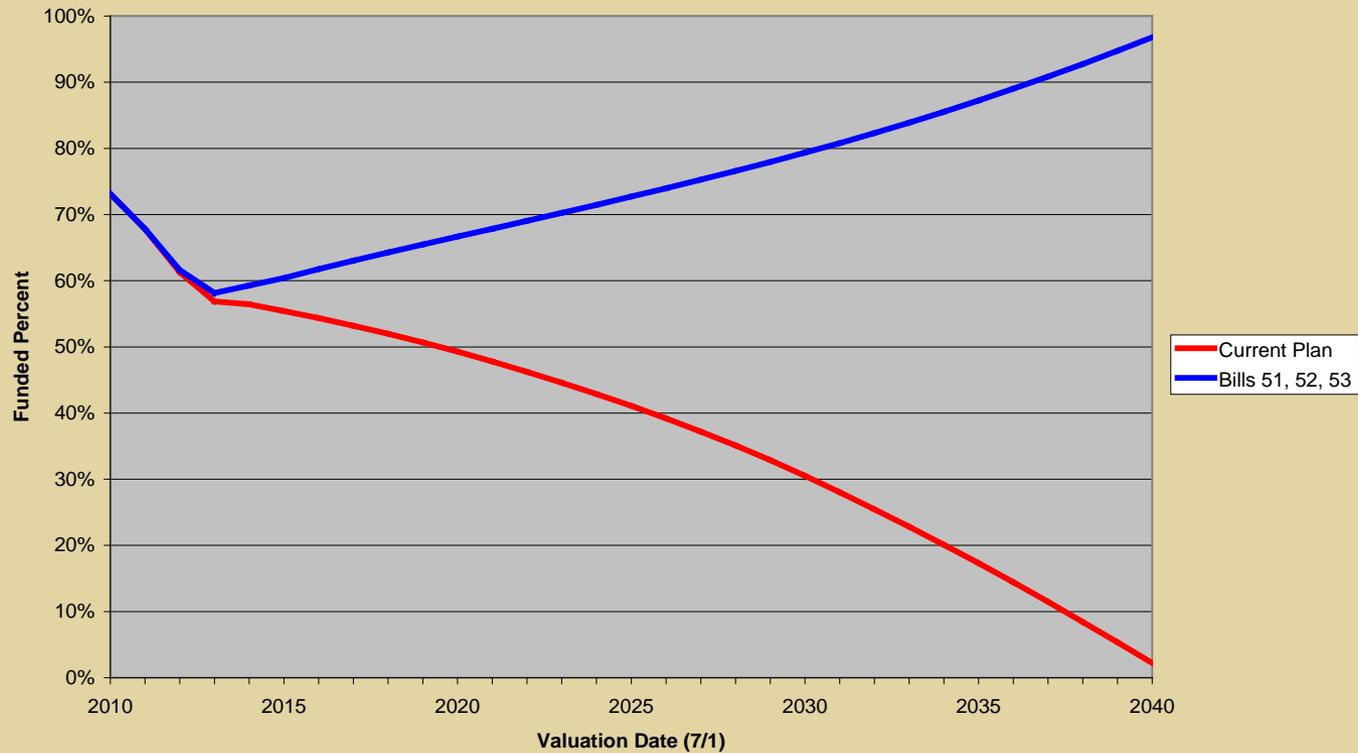
2011 Session Recovery Plan



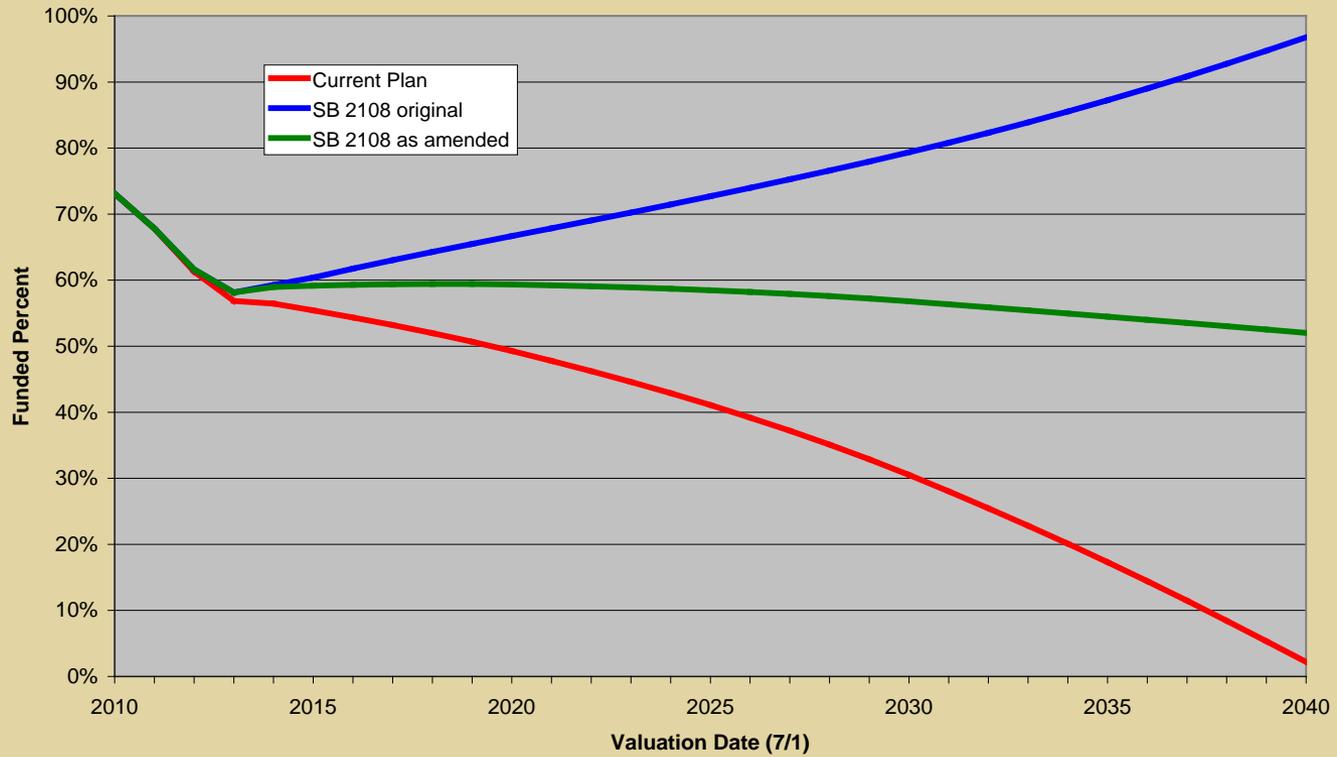
SHARED RECOVERY PLAN

2011 Session Recovery Plan

PERS (Main System)
Comparison of Funded Ratio
(Actuarial Value of Assets to Actuarial Accrued Liability)
Based on July 1, 2010 Data



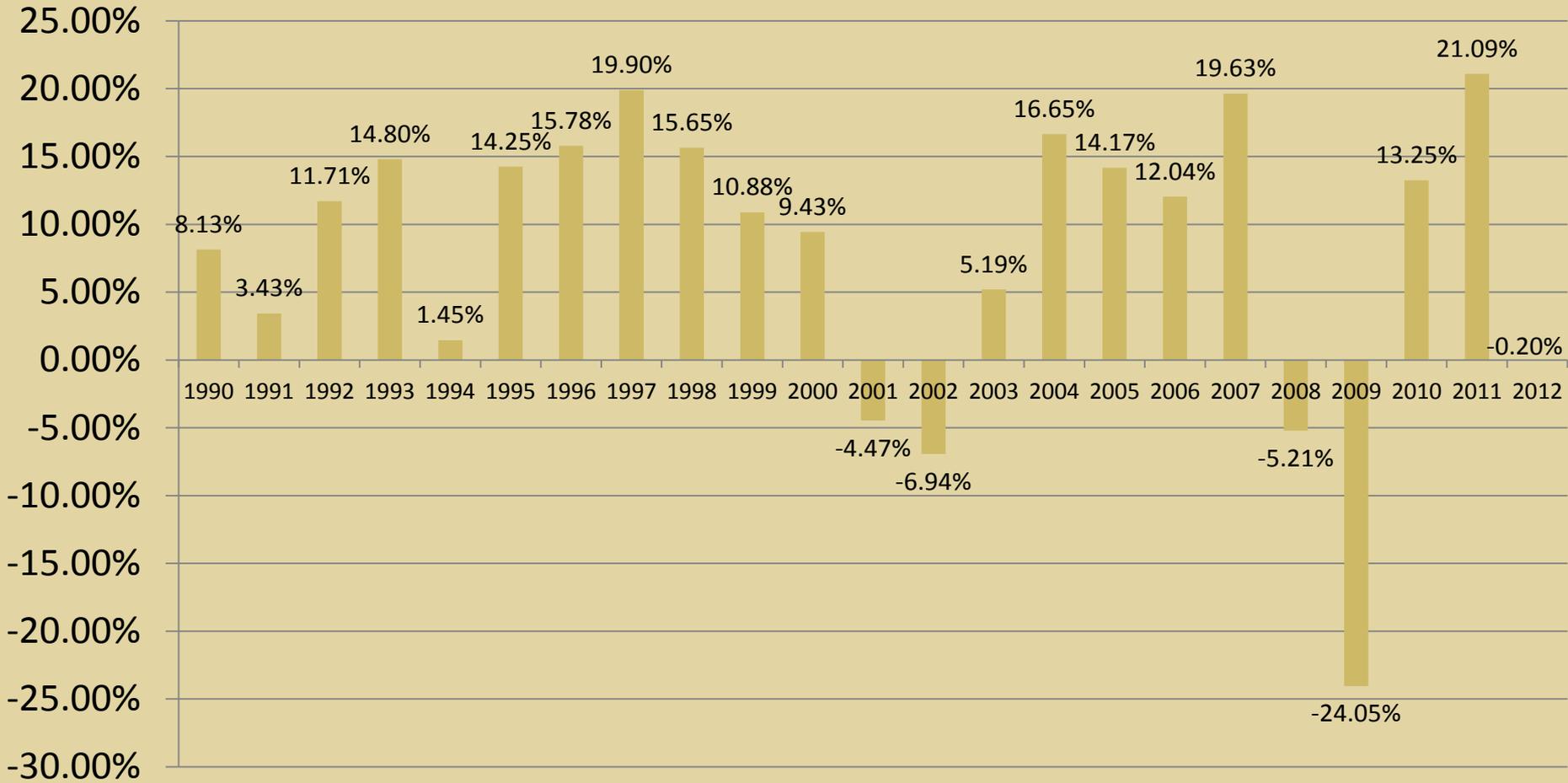
**PERS (Main System)
Comparison of Funded Ratio
(Actuarial Value of Assets to Actuarial Accrued Liability)
Based on July 1, 2010 Data**



NDPERS Main System Investment Returns

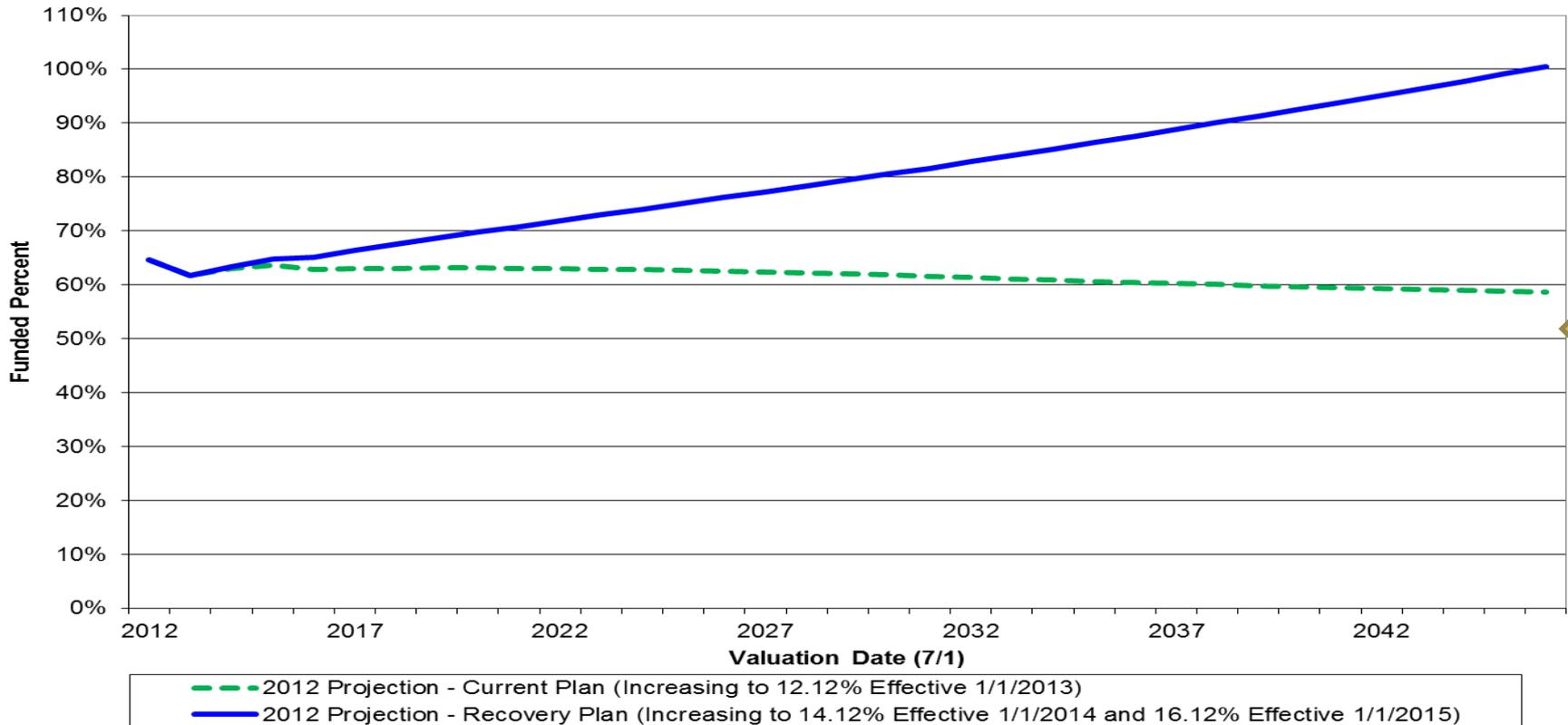


Market



2013 Session Recovery Plan (last half)

**PERS (Main System)
Projected Funded Ratio Under Current Plan
(Actuarial Value of Assets to Actuarial Accrued Liability)**

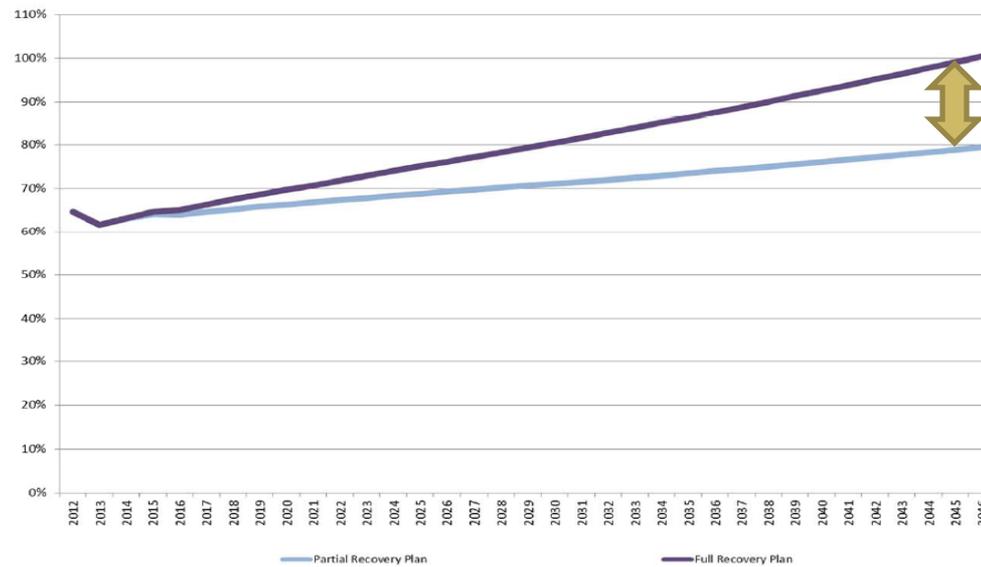


THE WAY FORWARD

Going Forward

- How do we close the gap and get to 100%?

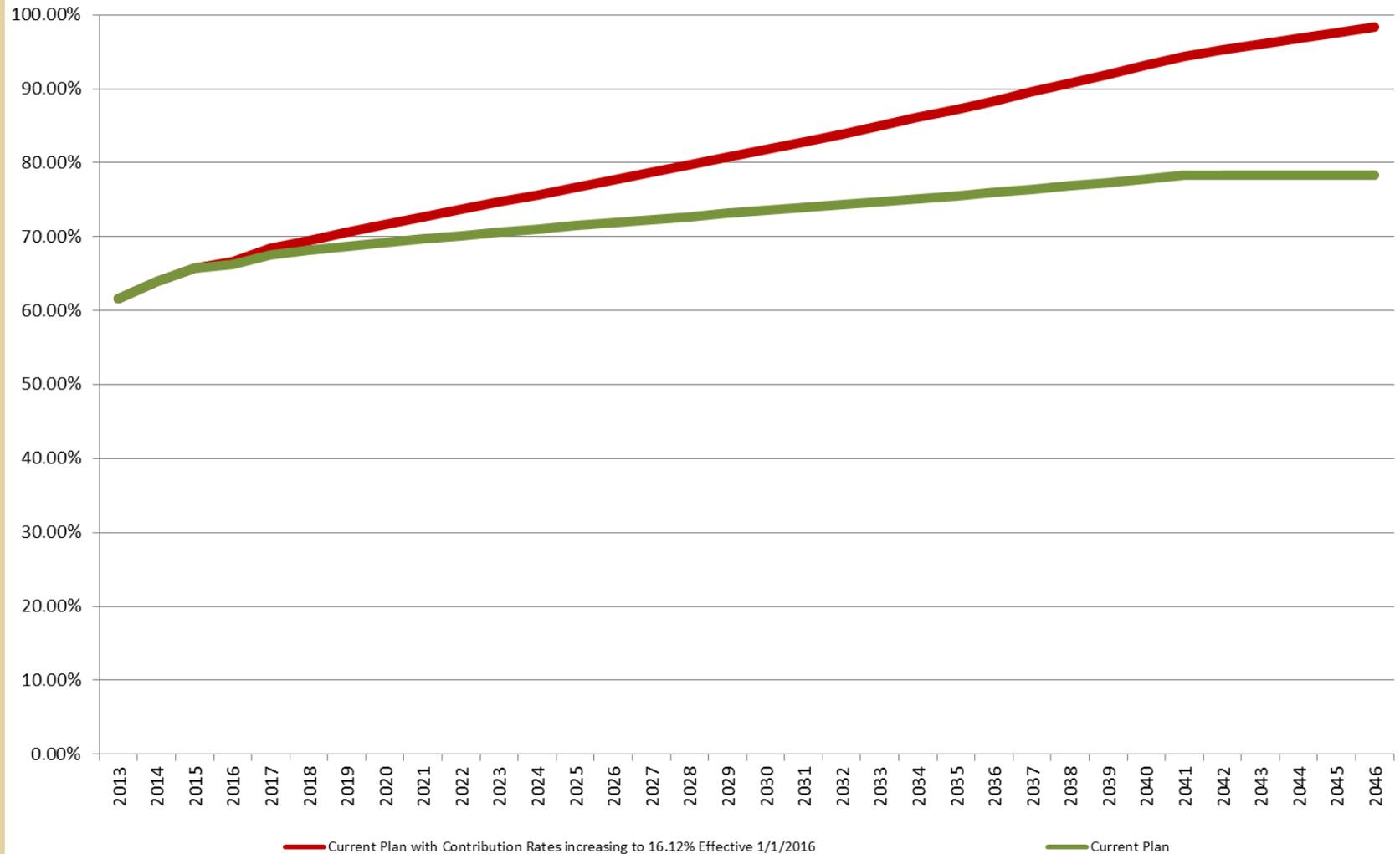
Projected Funded Ratios Under HB 1452 with Partial Recovery Plan (1% Increases on 1/2013 and 1/2014) and Full Recovery Plan (2% Increases on 1/2013 and 1/2014) Main System (AVA Basis)



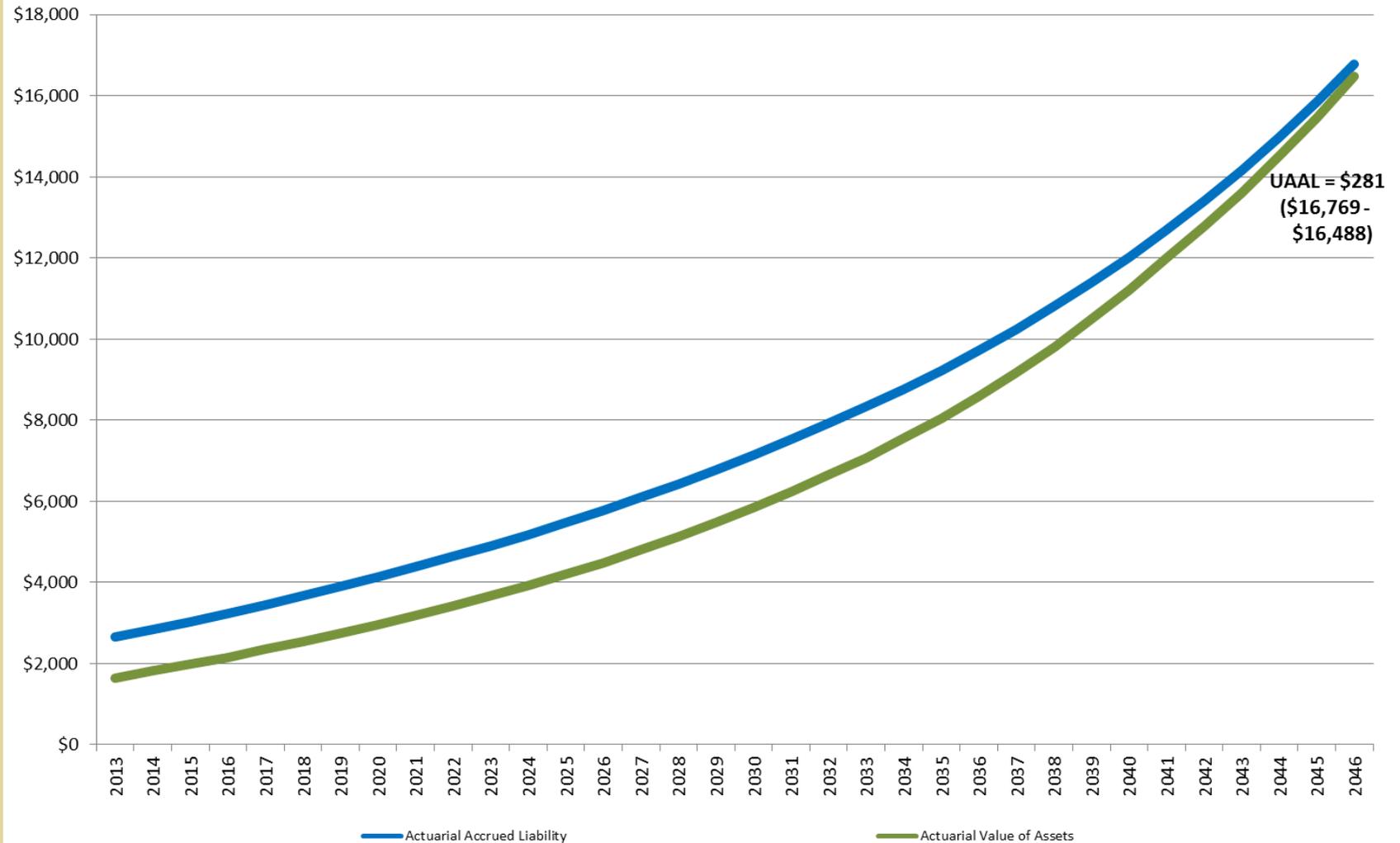
Going Forward

- How do we get to 100%?:
 1. **Option #1** - Submit a bill for last of recovery plan contributions

2013 Session Recovery Plan (last half)



2013 Session Recovery Plan (last half)



Retirement System Biennium Cost Estimates

			Increase Biennium Cost 2015-2017				
	Jul-13	2013-2015	1.00%	0.75%	0.50%	0.25%	0.10%
Plan	Employees	Biennium Payroll					
Main - State	11631	\$ 1,093,946,372	\$ 10,939,464	\$ 8,204,598	\$ 5,469,732	\$ 2,734,866	\$ 1,093,946
Judges	47	\$ 12,810,520	\$ 128,105	\$ 96,079	\$ 64,053	\$ 32,026	\$ 12,811
Highway Patrol	141	\$ 18,073,433	\$ 180,734	\$ 135,551	\$ 90,367	\$ 45,184	\$ 18,073
DC Plan	219	\$ 33,540,006	\$ 335,400	\$ 251,550	\$ 167,700	\$ 83,850	\$ 33,540
Total	12038	\$ 1,158,370,331	\$ 11,583,703	\$ 8,687,777	\$ 5,791,852	\$ 2,895,926	\$ 1,158,370
General Fund	53.38%	\$ 618,338,083	\$ 6,183,381	\$ 4,637,536	\$ 3,091,690	\$ 1,545,845	\$ 618,338
Political Subs							
County	3581	\$320,111,689	\$ 3,201,117	\$ 2,400,838	\$ 1,600,558	\$ 800,279	\$ 320,112
City	1475	\$162,456,950	\$ 1,624,570	\$ 1,218,427	\$ 812,285	\$ 406,142	\$ 162,457
Schools	4988	\$303,998,340	\$ 3,039,983	\$ 2,279,988	\$ 1,519,992	\$ 759,996	\$ 303,998
Others	557	\$47,604,153	\$ 476,042	\$ 357,031	\$ 238,021	\$ 119,010	\$ 47,604
Subs Total	10601	\$834,171,132	\$ 8,341,711	\$ 6,256,283	\$ 4,170,856	\$ 2,085,428	\$ 834,171
Total			\$ 19,925,415	\$ 14,944,061	\$ 9,962,707	\$ 4,981,354	\$ 1,992,541

Cost to

Member

2013 Average Classified	\$ 50,844.00
1% savings (1-year)	\$ 508.44
1% savings (5-years)	\$ 2,699.38
1% savings (10-years)	\$ 5,828.69
1% savings (15-years)	\$ 9,456.43
1% savings (20-years)	\$ 13,661.97
1% savings (25-years)	\$ 18,537.35
Invested @5% (25-years)	\$ 32,859.89

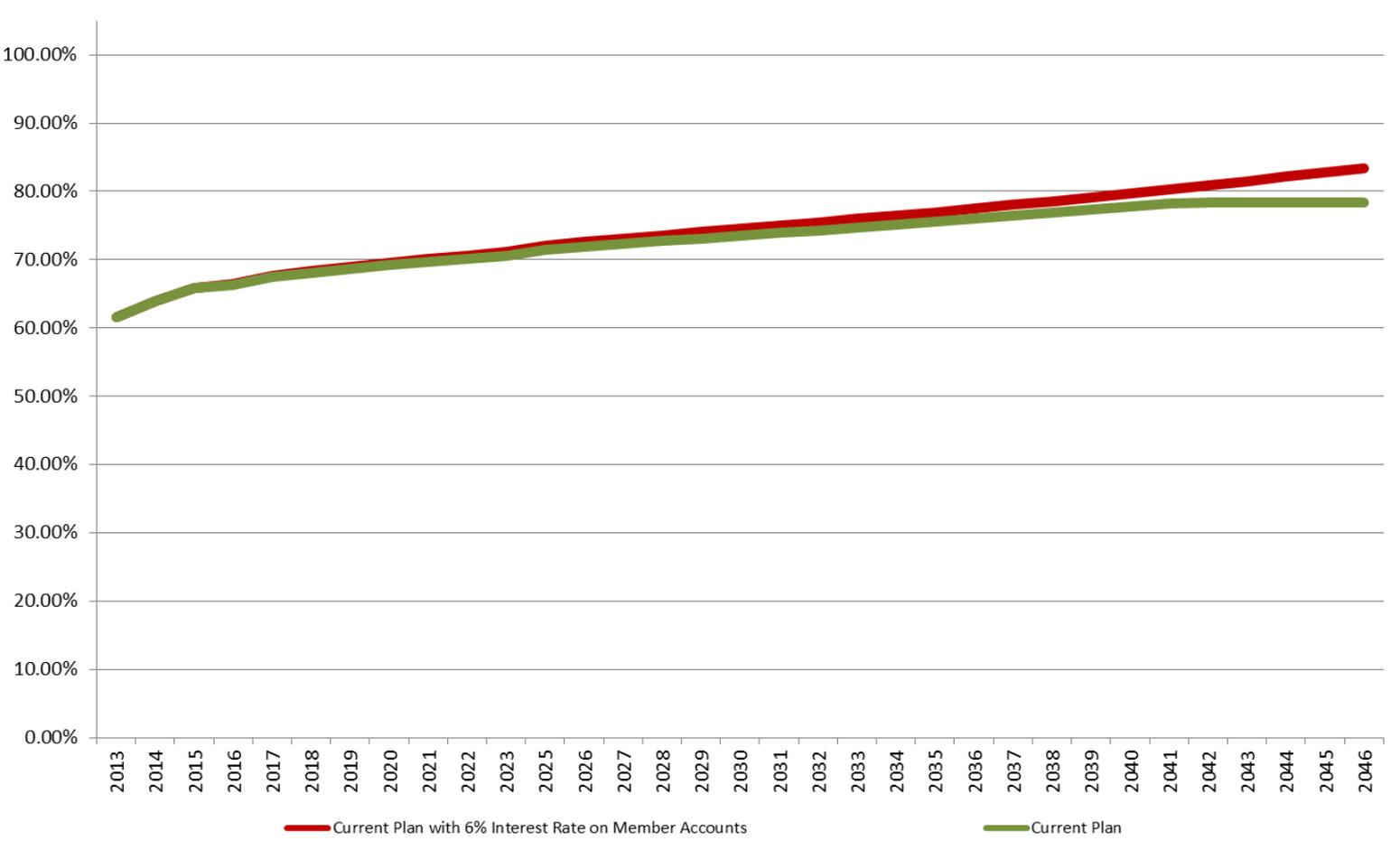
Employer

1-Year	\$ 19,921,710
5-years	\$ 105,767,064
10-years	\$ 228,380,079
15-years	\$ 370,522,169
20-years	\$ 535,303,808
25-years	\$ 726,330,891

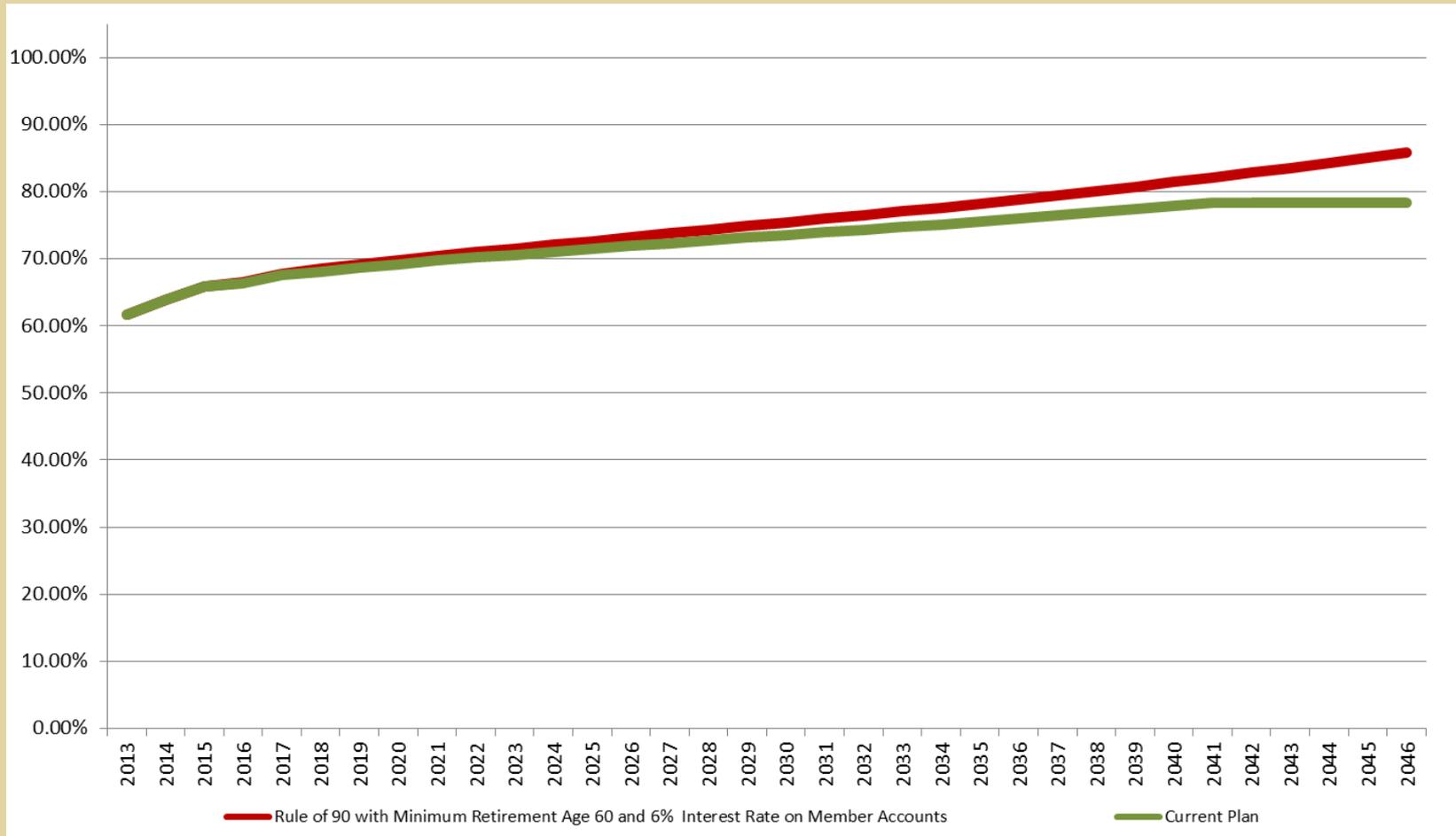
Going Forward

- How do we get to 100%?:
 - Option #1 - Submit a bill for last of recovery plan contributions or
 - **Option #2** - Submit a bill to change to enact some of the changes made by TFFR except have them apply to new employees only
 - Decrease interest on member accounts to 6%
 - Change early retirement reduction from 6% per year to 8% per year
 - Change FAS to high 5 years instead of 3 years
 - Change rule of 85 to 90 with minimum age of 60 (within 10 years)
 - Modify rule change to only new employees

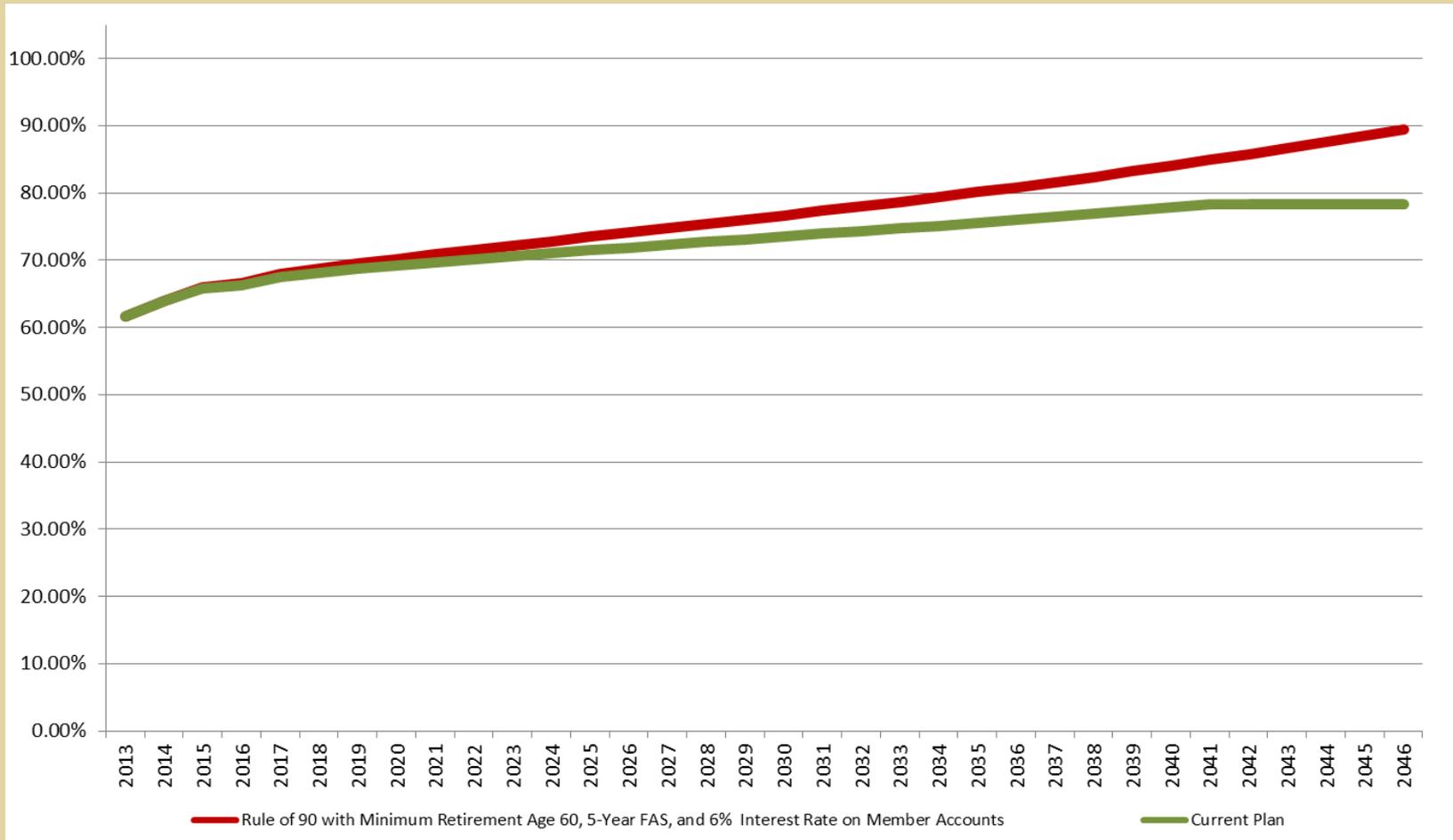
Projected Funded Ratios (AVA Basis) – Main System: Current Plan with 6% Interest Rate on Member Accounts



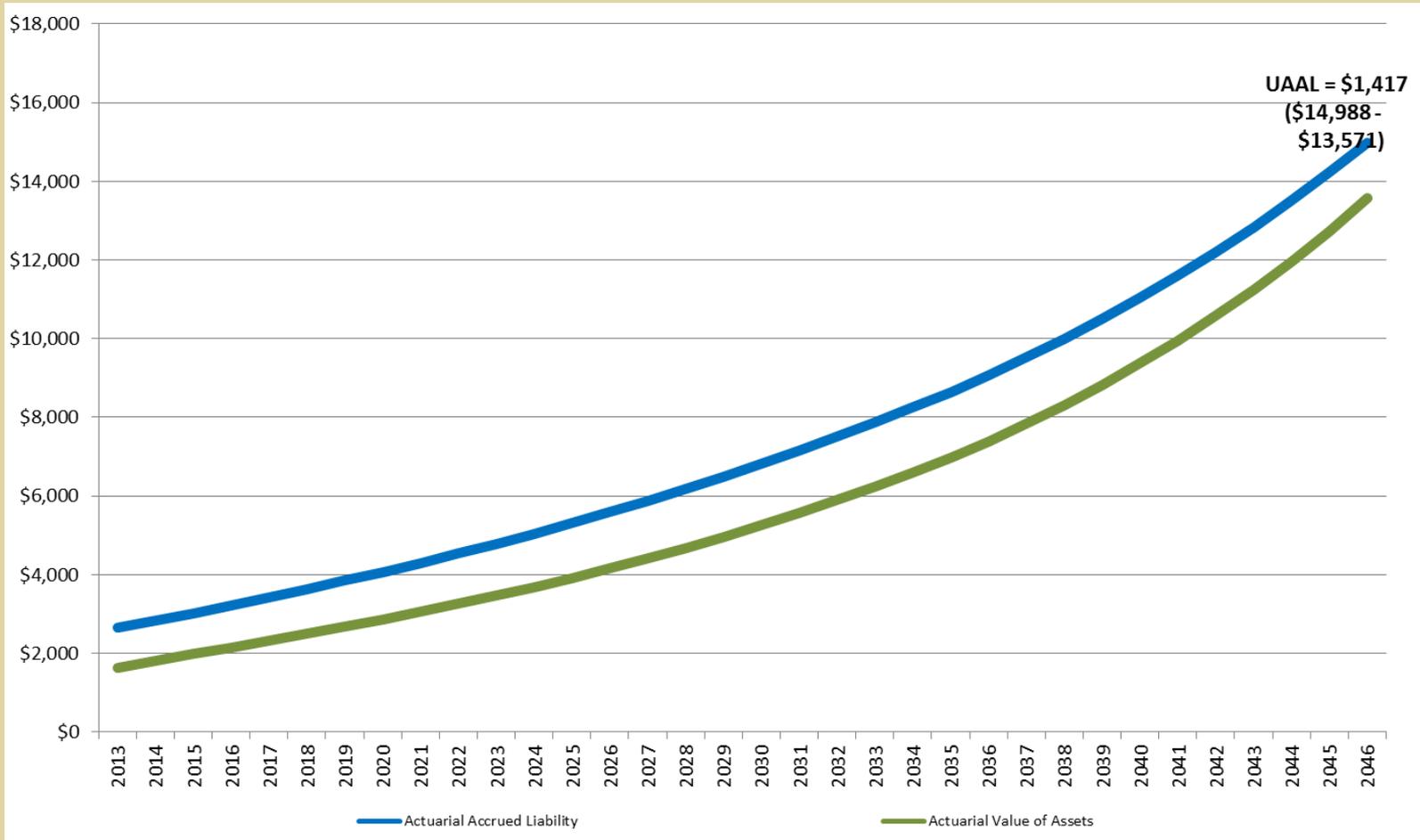
Projected Funded Ratios (AVA Basis) – Main System: Rule of 90 with Minimum Retirement Age 60 (new employees) and 6% Interest Rate on Member Accounts



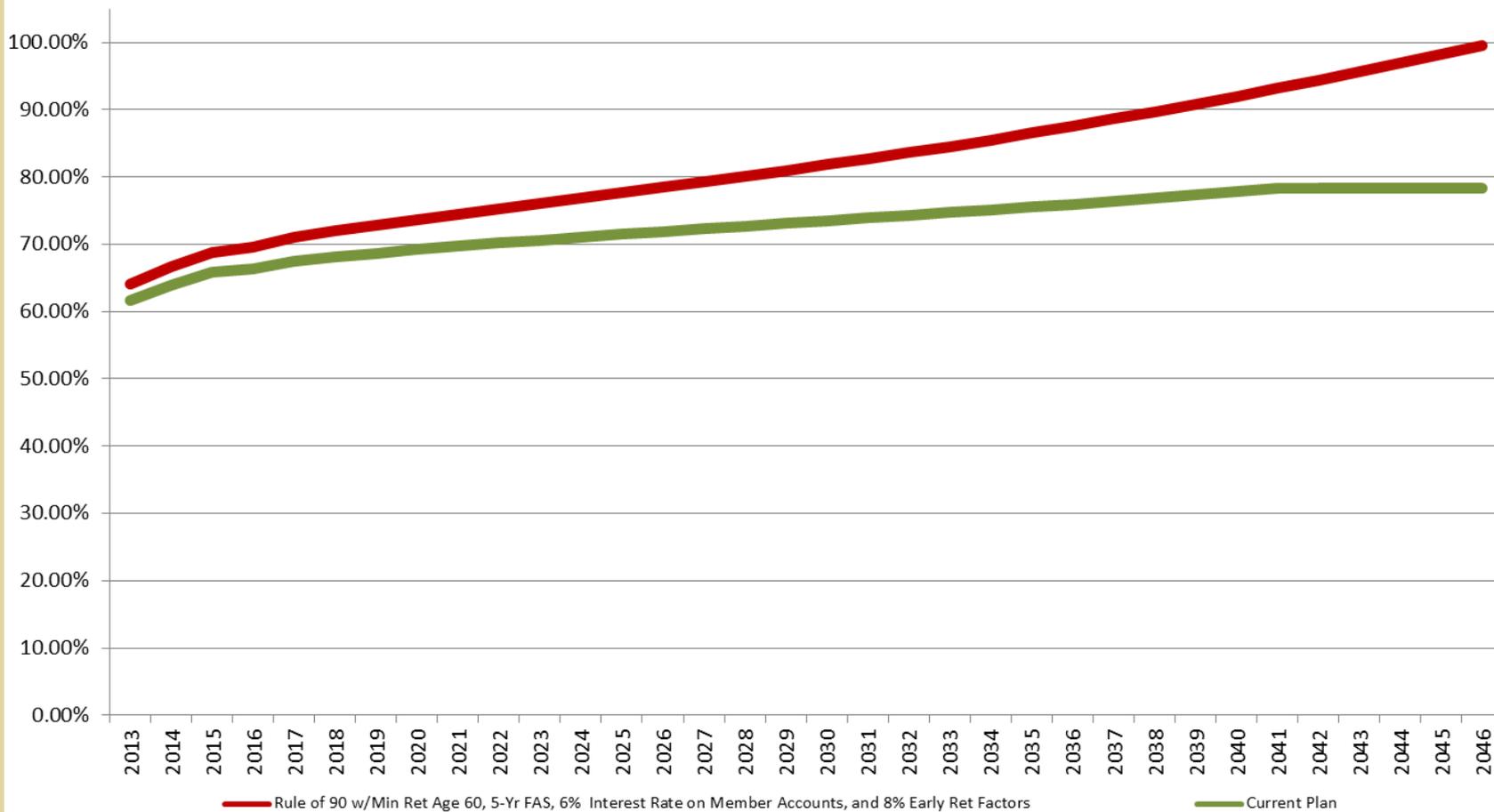
Projected Funded Ratios (AVA Basis) – Main System: 5-Year Final Average Salary, Rule of 90 with Minimum Retirement Age 60, and 6% Interest Rate on Member Accounts



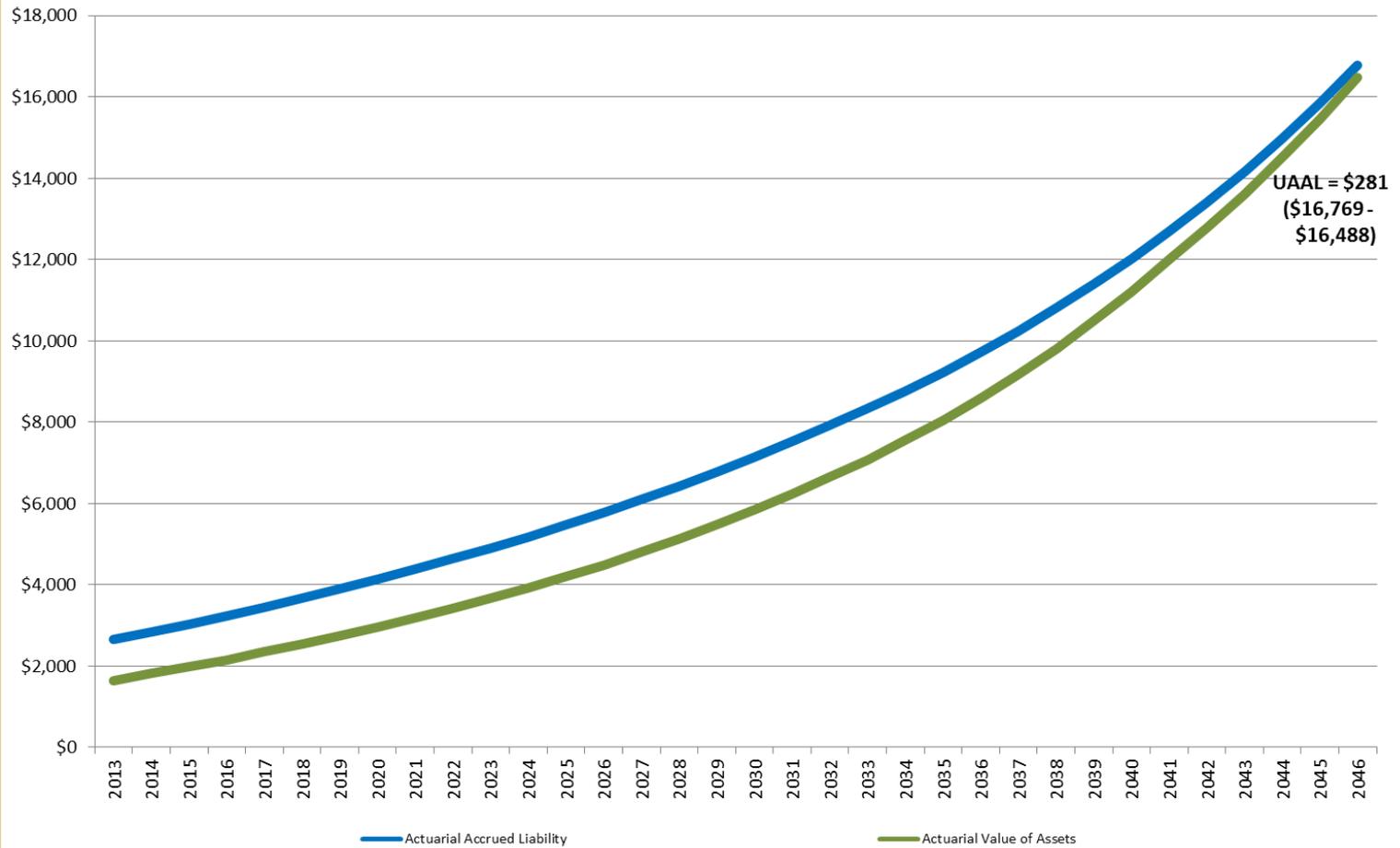
Projected Funded Ratios (AVA Basis) – Main System: 5-Year Final Average Salary, Rule of 90 with Minimum Retirement Age 60, and 6% Interest Rate on Member Accounts



Projected Funded Ratios (AVA Basis) – Main System: 5-Year Final Average Salary, Rule of 90 with Minimum Retirement Age 60 (within 10 years), and 6% Interest Rate on Member Accounts



Projected Funded Ratios (AVA Basis) – Main System: 5-Year Final Average Salary, Rule of 90 with Minimum Retirement Age 60 (within 10 years), and 6% Interest Rate on Member Accounts



Plan Provision	Ultimate Contribution Rate	Savings If Only New Employees Affected	Savings If Current Employees Included
Current Plan	12.14%	N/A	N/A
6% Interest Rate on Member Accounts	11.90%	0.24%	0.26%
Rule of 90* with Minimum Retirement Age 60 6% Interest Rate on Member Accounts	11.66%	0.48%	0.67%
5-Year Final Average Salary (FAS) Rule of 90* with Minimum Retirement Age 60 6% Interest Rate on Member Accounts	11.34%	0.80%	1.53%
5-Year Final Average Salary (FAS) Rule of 90* with Minimum Retirement Age 60 6% Interest Rate on Member Accounts Early Retirement Reductions of 8% per year	11.24%	0.90%	1.70%

1.16%

Savings to

Member

Employer

2013 Average Classified :	\$ 50,844.00
1% savings (1-year)	\$ 508.44
1% savings (5-years)	\$ 2,699.38
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1% savings (15-years)	\$ 9,456.43
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 - Decrease interest on member accounts to 6%
 - Change early retirement reduction from 6% per year to 8% per year
 - Change FAS to high 5 years instead of 3 years
 - Change rule of 85 to 90 with minimum age of 60
 - **Option # 3** – Make no changes - rely on investment returns

Target Funded Ratios – Main System

Target Funded Ratio	Rate of Return Required for All Years Beginning on and after 2014/2015 To Achieve Target in 2033						
	Assumed 2013/2014 Return						
	24.0%	16.0%	8.0%	0.0%	-8.0%	-16.0%	-24.0%
70%	6.8%	7.3%	7.7%	8.3%	8.8%	9.5%	10.2%
80%	7.5%	7.9%	8.4%	9.0%	9.5%	10.2%	10.9%
90%	8.1%	8.6%	9.1%	9.6%	10.2%	10.8%	11.5%
100%	8.7%	9.1%	9.6%	10.1%	10.7%	11.4%	12.1%

What to do next session

Option #1	Option #2	Option #3	Option #4
Finish recovery plan	Standardize the plan with TFFR except apply to new employees only or within 10 yrs	Submit both Option #1 and #2 to LEBC for study and recommendation	No Legislation
Proactive Plan to get back to 100%	Proactive Plan to get back to 100%	Both #1 & #2	No proactive plan
Substantial cost to employees/employers	No cost to employees/employers		No cost to employees/employers

North Dakota Public Employees Retirement System
Defined Contribution Plan



DEFINED
CONTRIBUTION PLAN

DC 401(a) Plan – June 2013

- Active participants: 213
- Suspended: 54
- Retired: 12
- Withdrawn: 121

DC Plan Challenge

<u>Ratio of Projected DC to DB Benefits</u>	<u>Future Contribution Rate</u>		
	<u>Current Plan 14.12% effective January 1, 2014</u>	<u>Increase to 16.12% effective July 1, 2015</u>	<u>Increase to 20.00% effective July 1, 2015</u>
Less than 50%	49	41	32
50% - 75%	149	131	106
75% - 100%	27	52	69
100% and Over	<u>2</u>	<u>3</u>	<u>20</u>
Total	227	227	227

DC Considerations

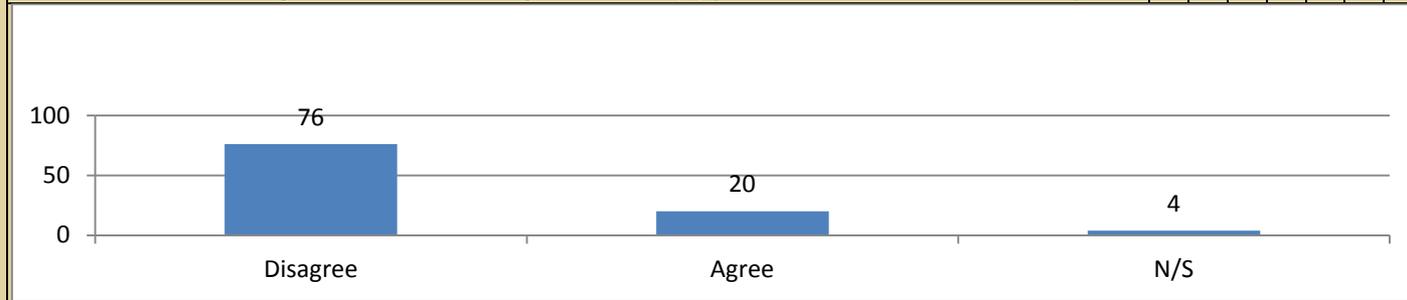
Issues	Responsible
Who should be covered?	Employer
Pension Adequacy?	Employer/Plan
Plan Features/Design?	Employer/Plan

WHO SHOULD BE COVERED

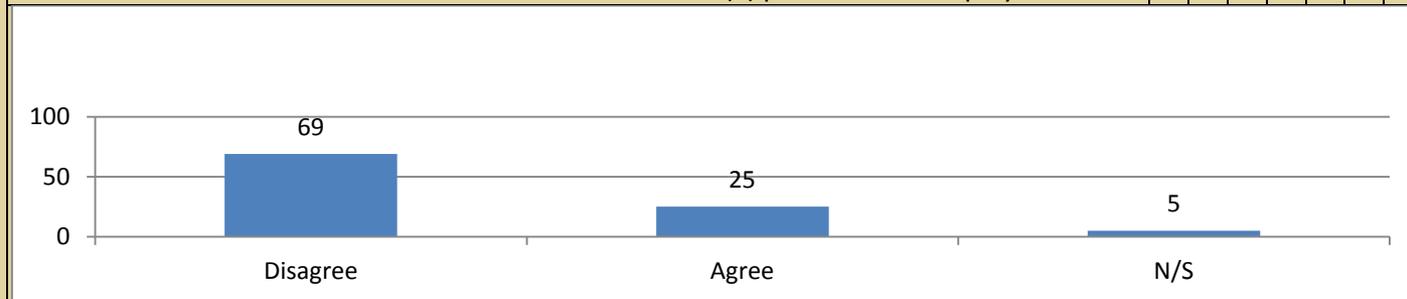
Concerning the above, the Segal report stated: *Overall, this analysis shows that the majority of the current DC Plan members are projected to receive significantly less retirement income under the DC Plan than projected under the DB Plan. In particular, the ratio of DC Plan to DB Plan benefits declines somewhat as age increases, and declines dramatically as length of service increases. The DC Plan benefits are projected to be higher with an increase in the contribution rate but are still less than 100% of the DB Plan benefits for most participants. Under existing contribution levels, the only way that DC Plan benefits would consistently reach the level of DB Plan benefits would be to earn long term investment returns above the assumed 8%.*

DC Questions

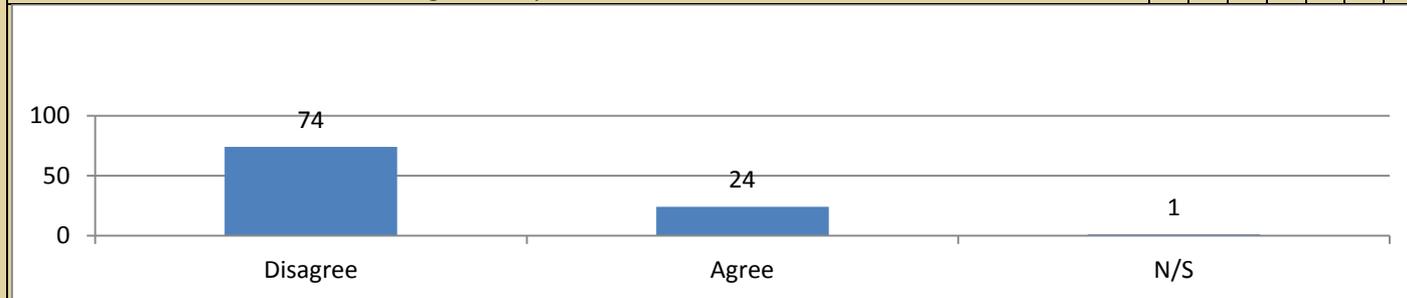
14. I feel I made the right decision selecting the DC 401(a) plan over the Defined Benefit plan. 54 9 13 7 8 5 4



17. I would recommend the PERS Defined Contribution 401(a) plan to other employees? 47 15 7 15 9 1 5



18. I am confident I will have enough money to retire. 47 13 14 6 16 2 1

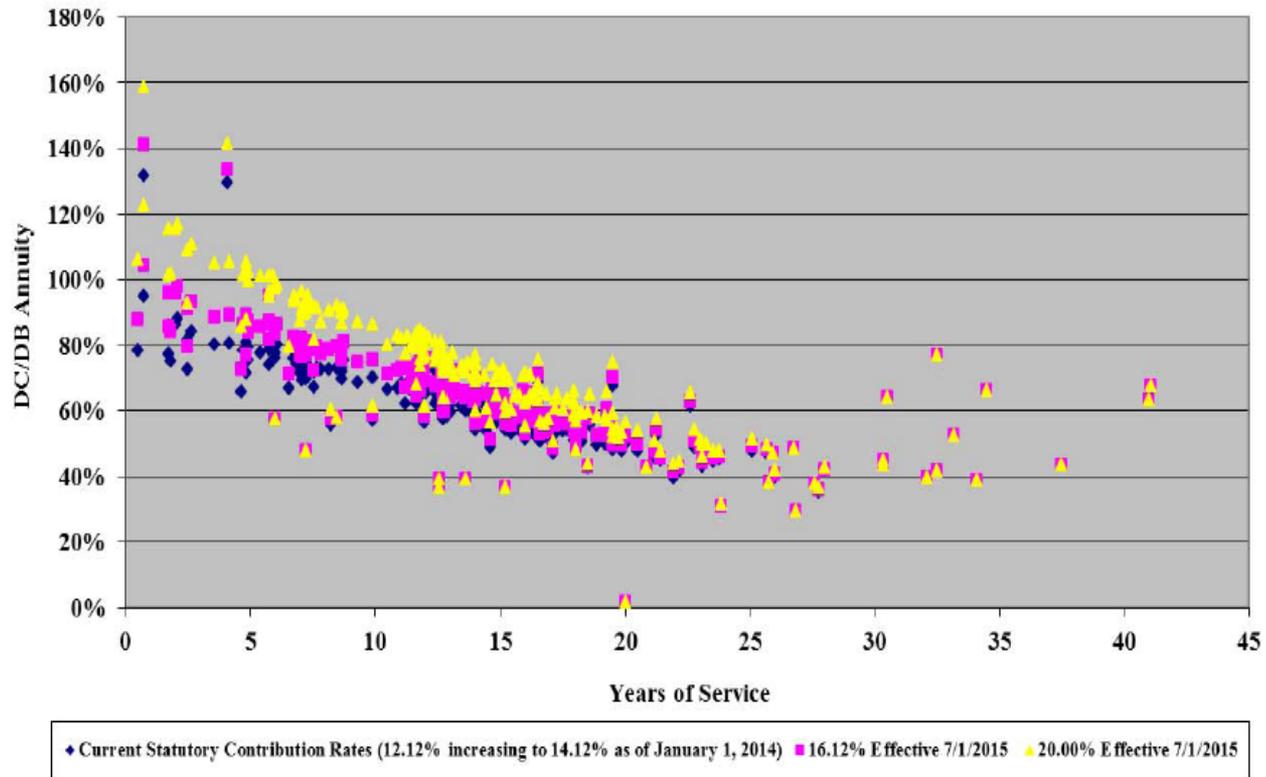


PENSION ADEQUACY

Hybrid Plan

- Career Employee (25 years) will get 50% of final average salary
- Social Security will provide average employee about 40% of FAS
- At retirement (age 66) employee will leave with 90% of FAS

Ratio of Projected DC Account (Converted to an Annuity) to DB Benefit
by Years of Service projected to June 30, 2013



14.12 is providing about 80% of DB plan
16.12 would be closer to providing DB benefit.

Options #1	Option #2 (assuming no Hybrid increase)	Option #2 (assuming no Hybrid increase)	Option #3 (assuming no Hybrid increase)
No action on Pension Adequacy	Increase employee contributions for Dc plan by 2%	Increase employer contributions for Dc plan by 2%	Increase employer/employee contributions for DC plan by 1%

PLAN FEATURES/DESIGN

Plan Features Considerations

- **Disability – DC plan is balance only; Hybrid plan is 25% of FAS @ 6 months**

Plan Features Considerations

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- **Leave time for financial planning – People in DC plan need to regularly engage in financial planning in order to be successful**

Plan Features Considerations

- Disability – DC plan is balance only; Hybrid plan is 25% of FAS @ 6 months
- Leave time for financial planning – People in DC plan need to regularly engage in financial planning in order to be successful
- **Death Benefit – DC is cash balance; Hybrid plan is 50% of accrued benefit for life of spouse.**

DC Plan Features

Option #1	Option #2	Option #3
Provide statutory language to provide time for financial planning	Increase life insurance paid by employer	Add employer paid disability coverage



PERS Health Insurance Plan

2013-2015 Rates and Plan design

State of North Dakota Health Plan Appropriations (Excludes Higher Education)

	Total Budget Appropriation	FTE	Health Premium	Health Plan Appropriation	% of Total Appropriations
1991-93	2,771,064,605	8,179	\$254.00	\$49,859,184	1.80%
1993-95	2,935,767,081	8,216	\$254.00	\$50,084,736	1.71%
1995-97	3,107,356,520	8,024	\$265.00	\$51,032,640	1.64%
1997-99	3,347,823,922	8,118	\$301.00	\$58,644,432	1.75%
1999-01	3,767,007,536	8,400	\$349.72	\$70,503,552	1.87%
2001-03	4,325,559,659	8,538	\$409.09	\$83,827,450	1.94%
2003-05	4,587,351,203	8,392	\$488.70	\$98,428,090	2.15%
2005-07	5,186,963,789	8,438	\$553.94	\$112,179,497	2.16%
2007-09	5,843,419,715	8,808	\$658.08	\$139,111,900	2.38%
2009-11	8,052,214,358	8,960	\$825.66	\$177,549,926	2.20%
2011-13*	8,556,123,763	9,011	\$886.62	\$191,743,988	2.24%

* - Executive Recommendation

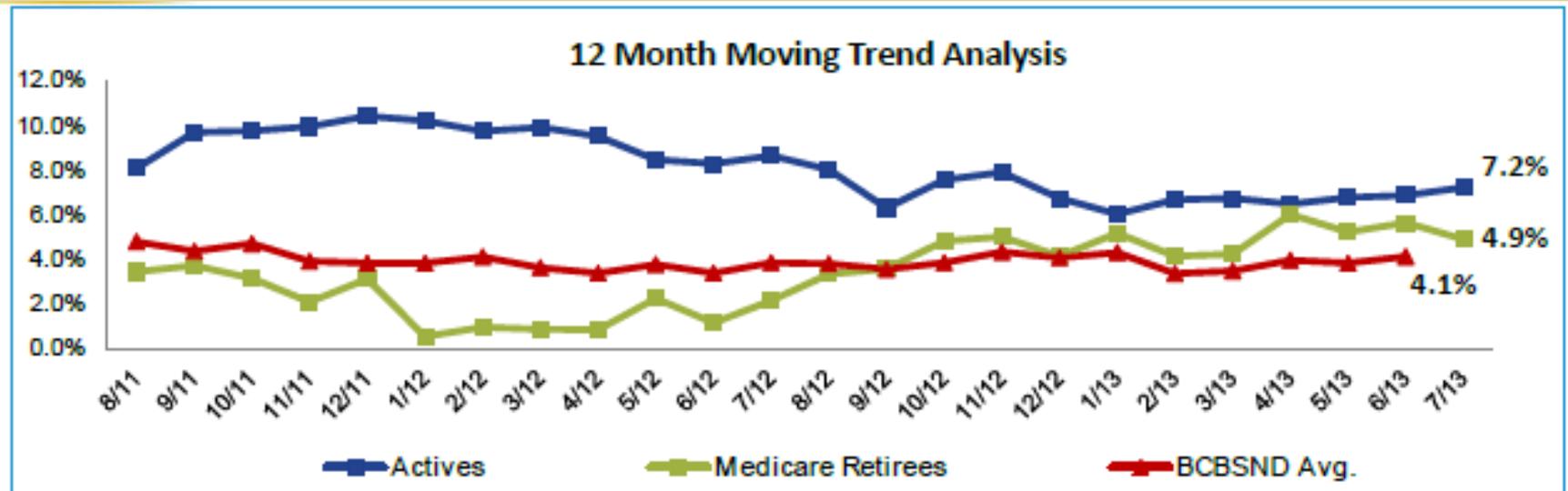
NDPERS Active Health Insurance Out-Of-Pocket

July-June Fiscal Year ending:

*****Calendar Year Jan – Dec*****

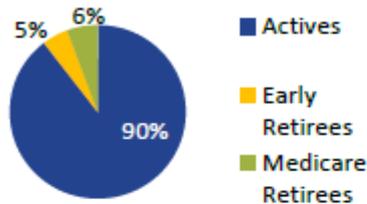
	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
Active Contracts	16,565	17,253	17,632	17,573	17,889	18,114	18,303	18,791	19,116	19,728	20,014	20,940
Deductibles	\$2,307,596	\$1,789,727	\$1,967,859	\$5,765,933	\$5,080,986	\$4,859,625	\$5,006,043	\$8,968,213	\$8,092,001	\$9,816,469	\$10,073,095	\$10,967,963
Coinsurance	\$6,427,972	\$7,340,161	\$8,424,109	\$9,315,964	\$11,044,560	\$11,358,692	\$11,932,003	\$10,710,173	\$11,179,053	\$12,712,265	\$11,714,676	\$13,930,488
Sanctions	\$0	\$0	\$0	\$795,964	\$0	\$0	\$0	\$1,469,334	\$1,791,889	\$2,794,769	\$2,695,473	\$2,650,929
Copayments	\$5,188,715	\$8,445,132	\$8,768,553	\$7,456,340	\$7,533,643	\$7,546,375	\$7,686,951	\$9,334,245	\$9,190,399	\$11,465,517	\$11,696,304	\$12,214,972
Exceed Max	\$247,044	\$361,158	\$672,490	\$378,841	\$550,479	\$744,321	\$549,843	\$2,752,873	\$1,910,581			
Exclusions	\$1,560,268	\$1,702,808	\$1,847,570	\$2,322,307	\$2,516,646	\$2,919,717	\$3,112,107	\$4,044,846	\$3,956,861	\$4,497,621	\$5,850,646	\$9,056,696
TOTAL	\$15,731,595	\$19,638,986	\$21,680,581	\$26,035,349	\$26,726,314	\$27,428,730	\$28,286,947	\$37,279,684	\$36,120,784	\$41,286,641	\$42,030,194	\$48,821,048
Per Contract	\$950	\$1,138	\$1,230	\$1,482	\$1,494	\$1,514	\$1,545	\$1,984	\$1,890	\$2,092	\$2,100	\$2,331
Average Salary	\$25,864	\$26,998	\$27,943	\$28,408	\$29,063	\$30,218	\$31,387	\$33,203	\$34,987	\$37,242	\$38,858	\$37,973
Percent	3.7%	4.2%	4.4%	5.2%	5.1%	5.0%	4.9%	6.0%	5.4%	5.6%	5.4%	6.1%

Health Trend

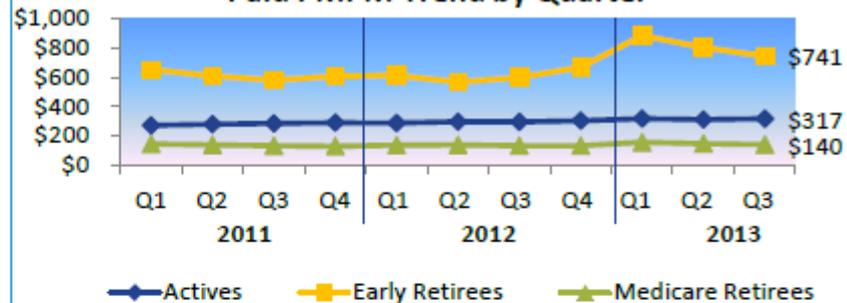


Claims Paid Per Member Per Month (PMPM)

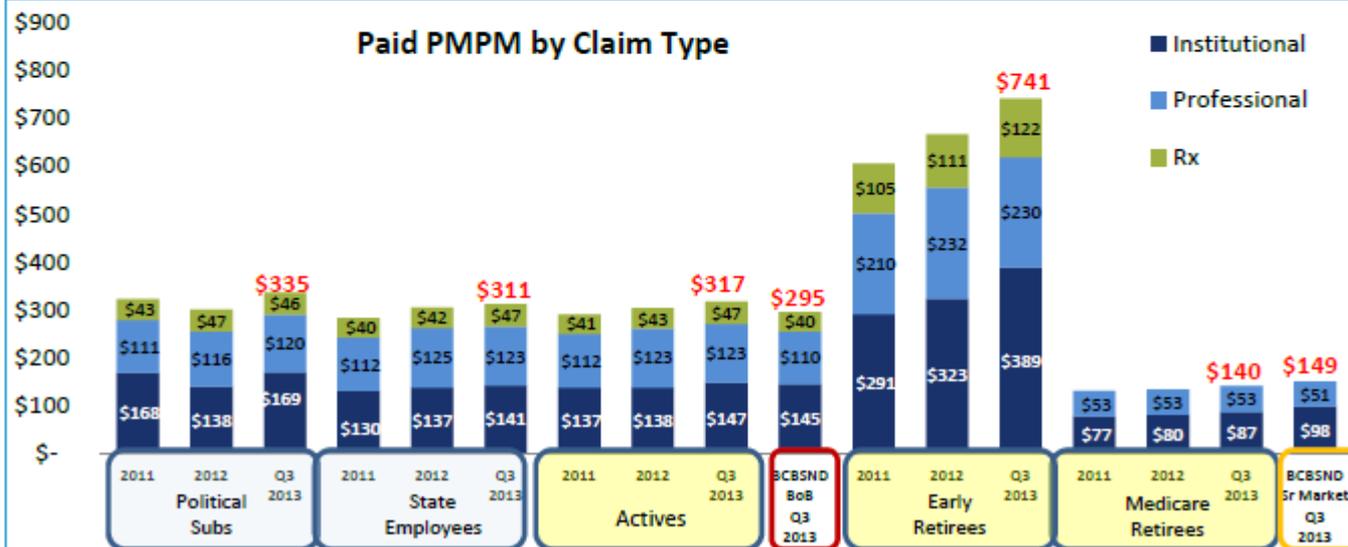
Percentage of Total Payments – Q3 2013



Paid PMPM Trend by Quarter



Paid PMPM by Claim Type



Actives include Political Subs and State Employees

What could this mean for 2015-17

- Trend could be between 7-8%
- Such a trend could produce a premium increase of 14% to 16%
- ACA changes are unpredictable

Active State Renewal Rate

NDPERS 2013- 2015 Allocation and 2015-2017 Projection	NDPERS 2015-2017 Planning Projections			
	5.0% Trend	7.0% Trend	9.0% Trend	10.0% Trend
2009-2011 rate	\$825.66	\$825.66	\$825.66	\$825.66
2011-2013 rate	\$886.62	\$886.62	\$886.62	\$886.62
2013-2015 rate (\$998.92 BCBS)	\$981.68	\$981.68	\$981.68	\$981.68
2013-2015 % increase	10.72%	10.72%	10.72%	10.72%
Projected 2015-2017 rate	\$1101.31	\$1143.66	\$1186.82	\$1208.69
2015-2017 \$ increase	\$102.39	\$144.74	\$187.90	\$209.77
2015-2017 % increase	12.19%	16.50%	20.09%	23.12%
Total State additional funds *	\$29,488,000	\$41,685,000	\$54,115,000	\$60,414,000
Total additional general funds**	\$16,218,000	\$22,927,000	\$29,763,000	\$33,228,000



* - For biennium assuming 12,000 State FTE's

** - Assumed to be 55% of total funds

Components of Trend

- General Inflation
- Cost Shifting
- Leveraging
- Intensity

Components of Trend

- *General Inflation*
- *Cost Shifting*
- **Leveraging**
- *Intensity*
 - *Speciality Drugs – 50% of drug spend*

Leveraging - CoPayments

- Office Call \$60/\$20 copay = $\frac{1}{3}$ member pay
- Office Call \$80/\$20 copay = $\frac{1}{4}$ member pay

Allowed changes

NDPERS PPO Health Plan Design Cost Shifts

Maximum changes allowed to retain Grandfathered Status

	<u>Estimated PPO Percentage Change</u>
<u>Annual Premium Reductions to change deductible:</u> from \$400 single/\$1200 family to \$450 single/\$1350 family	0.7%
<u>Annual Premium Reductions to change coinsurance maximum:</u> from \$750/1500 to \$900/1800 IN and \$1250/2500 to \$1500/3000 OON	0.6%
<u>Annual Premium Reduction for a \$5 increase in office visit copay:</u>	0.5%
<u>Annual Premium Reduction for a \$10 increase in emergency room copay:</u>	0.05%
<u>Annual Premium Reductions to change RX Formulary Generic copay:</u> from \$5 copay to \$10 copay	0.8%
<u>Annual Premium Reductions to change RX Formulary Brand copay:</u> from \$20 copay to \$25 copay	0.3%
<u>Annual Premium Reductions to change RX Non-Formulary copay:</u> from \$25 copay to \$30 copay	0.08%
<u>Annual Premium Reductions to change RX Formulary coinsurance maximum:</u> from \$1000 to \$1200	0.05%
Total of all changes shown above:	3.08%

Plan Design Options - Grandfathered Status

Cost Sharing	Existing Plan Design		Alt #1		Alt #2		Alt #3		Alt #4		Alt #5		Alt #6	
	PPO	Basic	PPO	Basic	PPO	Basic	PPO	Basic	PPO	Basic	PPO	Basic	PPO	Basic
Single Deductible	\$400	\$400	\$450	\$450	\$450	\$450	\$450	\$450	\$450	\$450	\$450	\$450	\$450	\$450
Family Deductible	\$1,200	\$1,200	\$1,350	\$1,350	\$1,350	\$1,350	\$1,350	\$1,350	\$1,350	\$1,350	\$1,350	\$1,350	\$1,350	\$1,350
Single Coinsurance/ Max	80%/750	75%/1250	80%/750	75%/1250	80%/900	75%/1500	80%/900	75%/1500	80%/900	75%/1500	80%/900	75%/1500	80%/900	75%/1500
Family Coinsurance Max	80%/1500	75%/2500	80%/1500	75%/2500	80%/1800	75%/3000	80%/1800	75%/3000	80%/1800	75%/3000	80%/1800	75%/3000	80%/1800	75%/3000
Office call copayment	\$25	\$30	\$25	\$30	\$25	\$30	\$30	\$35	\$30	\$35	\$30	\$35	\$30	\$35
Emergency Rm copayment	\$50	\$50	\$50	\$50	\$50	\$50	\$60	\$60	\$60	\$60	\$60	\$60	\$60	\$60
RX:														
Formulary														
Generic	\$5/85%	\$5/85%	\$5/85%	\$5/85%	\$5/85%	\$5/85%	\$5/85%	\$5/85%	\$10/85%	\$10/85%	\$10/85%	\$10/85%	\$10/85%	\$10/85%
Brand	\$20/75%	\$20/75%	\$20/75%	\$20/75%	\$20/75%	\$20/75%	\$20/75%	\$20/75%	\$20/75%	\$20/75%	\$25/75%	\$25/75%	\$25/75%	\$25/75%
Co insurance Max	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,200	\$1,200
Nonformulary	\$25/50%	\$25/50%	\$25/50%	\$25/50%	\$25/50%	\$25/50%	\$25/50%	\$25/50%	\$25/50%	\$25/50%	\$25/50%	\$25/50%	\$30/50%	\$30/50%
Savings			0.70%	0.60%	0.55%	0.80%	0.30%	0.13%						
\$886.62 Monthly State Premium				1.30%	1.85%	2.65%	2.95%	3.08%						
Plan Trend/ Premium Increase (\$1,001.72)	12.98% (\$115.10)	12.28% (\$108.09)	11.68% (\$103.56)	11.13% (\$98.68)	10.33% (\$91.59)	10.03% (\$88.93)	9.9% (\$87.76)							
Premium Cost Shift	\$0.00	\$7.01	\$11.54	\$16.42	\$23.51	\$26.17	\$27.34							
Annual cost shift to OOP	\$0.00	\$84.12	\$138.48	\$197.04	\$282.12	\$314.04	\$328.08							
Annual member out of pocket (OOP) avg	\$1,864.00 (\$0.00)	\$1,948.12 (\$84.12)	\$2,002.48 (\$54.36)	\$2,061.04 (\$58.56)	\$2,146.12 (\$85.08)	2,178.04 (\$31.92)	\$2,192.08 (\$14.04)							
Avg annual % of pay (\$48,888)	3.81%	3.98%	4.10%	4.22%	4.39%	4.46%	4.48%							
Total Add. State Premium (millions) (11,500 FTE's)	\$31.8	\$29.8	\$28.6	\$27.2	\$25.3	\$24.5	\$24.2							
Total Add. State Premium - general funds (millions) (60%)	\$19.1	\$17.9	\$17.1	\$16.3	\$15.2	\$14.7	\$14.5							