

Benefits Open Enrollment Final Results Plan Year 2020

Benefits Committee Meeting
February 20, 2020



2020 New Benefits

Liberty Mutual
Auto/Home Insurance Policies

20

Hartville (through Liberty Mutual)
Pet Insurance Policies

6

Increased Frame Allowance in
VSP Vision Plan
\$120 to \$150

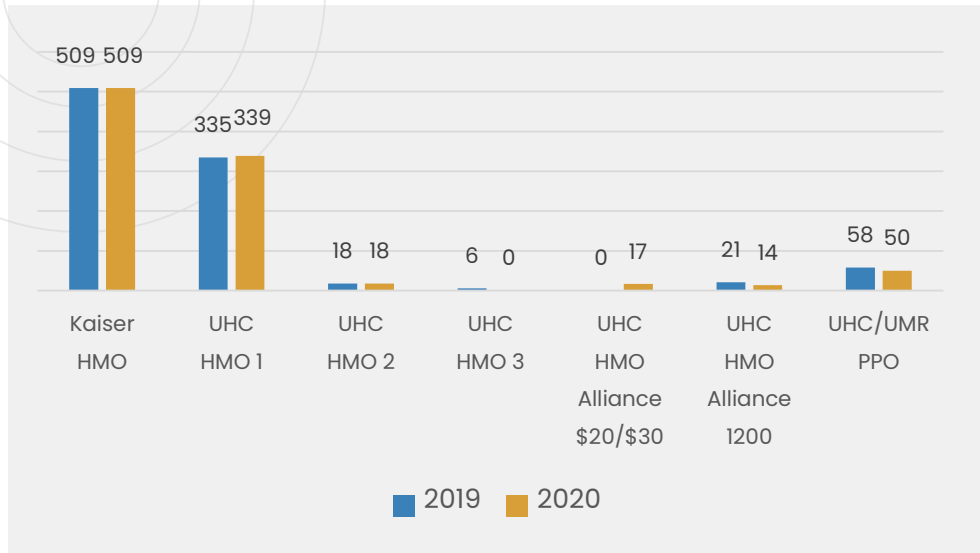
**Will review the impact after
4 quarters of claims**

New Medical Plan
United Healthcare Alliance HMO \$20/\$30

17 enrollments

Medical Enrollment Snapshot

*Enrollment counts exclude the following: Early Retirees, Auxiliary, COBRA



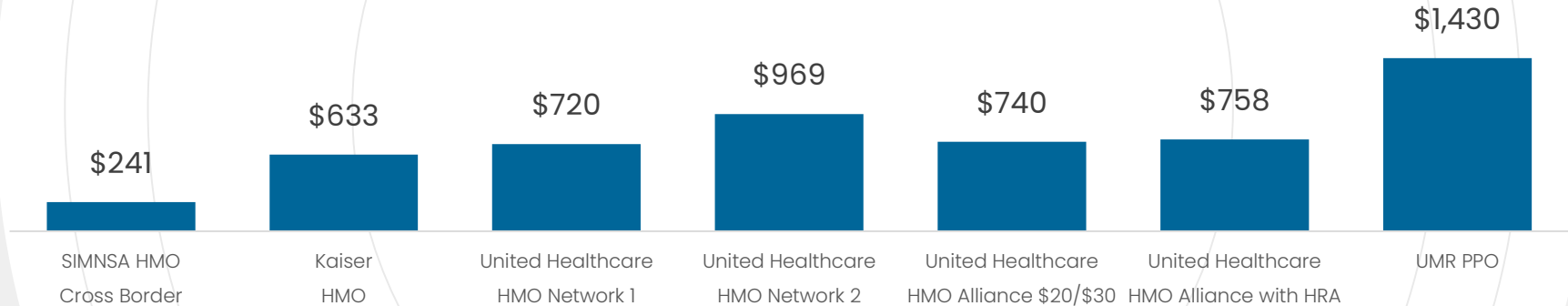
Total Enrollment by Medical Plan

Enrollment changes

Medical Plan	2019 Enrollment	2020 Movement
Kaiser HMO	3	HMO 1
UHC HMO 1	5	Kaiser (2) HMO 2 (1) Alliance 20/30 (1) PPO (1)
UHC HMO 2	1	HMO 1
UHC HMO 3 (eliminated)	6	HMO 1 (1) Alliance 20/30 (5)
UHC HMO Alliance 20/30	n/a	n/a
UHC HMO Alliance HRA 1200	7	Alliance 20/30
UHC PPO	9	Kaiser (1) HMO 1 (4) Alliance 20/30 (4)

2020 Monthly Medical Premium

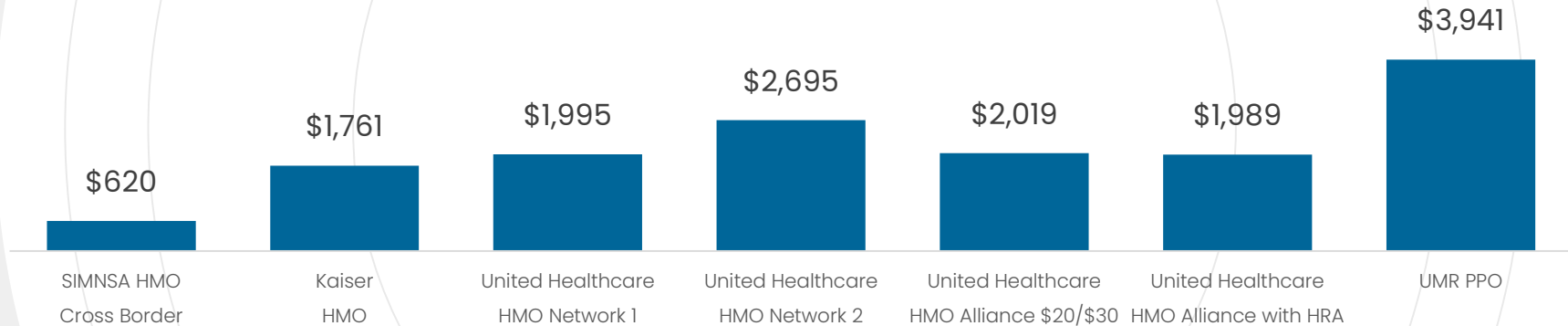
Employee Only Coverage



90% of enrollment is in these two plans

2020 Monthly Medical Premium

Family Coverage



90% of enrollment is
in these two plans

Open Enrollment Goals



1. Educate employees on income protection plans and long-term care benefit
2. Continue to move employees away from high cost medical plans
3. Boost enrollment in flexible spending accounts
4. Encourage employees to use Workday as system of record for life insurance beneficiaries
5. Reach open enrollment submission rate of **60%** in Workday

Goal No. 1

Educate employees on income protection plans and long-term care benefit

Income Protection Workshop - 10.16.19

Long-term Care (Open Enrollment Office Hours) – 11.13.19

Colonial Life Income Protection Plans	New Enrollment
Accident	2
Cancer	1
Critical Illness	3
Short Term Disability	7
Hospital Confinement	3

UNUM	New Enrollment
Long Term Care	2

Takeaway:

Add a long-term care workshop in 2020 coordinated with McGriff Insurance

Goal No. 2

Continue to move employees away from high cost medical plans

31 employees changed medical plans

Medical Plan	2019 Enrollment	2020 Movement	Annual Cost Impact
Kaiser HMO	3	HMO 1	\$4,164
UHC HMO 1	5	Kaiser (2) HMO 2 (1) Alliance 20/30 (1) PPO (1)	\$8,676
UHC HMO 2	1	HMO 1	(\$8,400)
UHC HMO 3 (eliminated)	6	HMO 1 (1) Alliance 20/30 (5)	(\$45,252)
UHC HMO Alliance 20/30	n/a	n/a	included
UHC HMO Alliance HRA 1200	7	Alliance 20/30	\$1,032
UHC PPO	9	Kaiser (1) HMO 1 (4) Alliance 20/30 (4)	(\$152,244)

There was movement away from the high cost plans as seen on this chart.

The net change of 8 enrollments out of the PPO made a significant impact.

Net impact: **(\$192,024)**

Takeaway:

Continue to focus on education for the PPO medical plan

- Out-of-pocket expenses
- Network review

Goal No. 3

Boost enrollment in flexible spending accounts

During open enrollment office hours, employees had an opportunity to learn more about the benefits of participating in an FSA plan.

- While the number of participants decreased in the Health Care FSA, the total annual election amount increased over 2019 by \$17,337
- The tax savings is realized both the employee and the employer

Enrollment Comparison

	2019	2020
Health Care FSA		
No. of Participants	128	103

Change in enrollment: - 25

	2019	2020
Dependent Care FSA		
No. of Participants	19	16

Change in enrollment: - 3

Goal No. 4

Encourage employees to use Workday as system of record for life insurance beneficiaries

Prior to the start of open enrollment

36%

After open enrollment

40%

An additional 38 employees entered beneficiaries in Workday

Takeaway: Continue to encourage the use of Workday as the system of record. Send mid-year reminders that updating beneficiaries in Workday can be done at any time.

Goal No. 5

Reach open enrollment submission rate of 60% in Workday

56%

Almost! We needed **39** employees to submit to get to our target.

Here are some great things we heard from you:

Benefits Information Fair

"The event was wonderful as usual. The flu shot lady was awesome."

Open Enrollment Videos and Benefits Department

"I've never in all the 44 years I've been here ever had anything less than super support for any benefit questions I've had."

Workday Enrollment

"I'm enrolled! Or Workday says "Success, You're Enrolled."

Conclusion

The 2020 Plan Year open enrollment was very successful!

We appreciate the interaction with employees as it gives us an understanding of their needs and what we can do to meet them.

For the 2021 Plan Year open enrollment, we plan to have pre-open enrollment workshops regarding:

- Voluntary Life Insurance
- Long Term Disability