

Total Compensation

The HCEC considers the Total Compensation for employees in developing recommendations. The following information is provided to illustrate the past five years of Compensation and Benefit Actions:

	Health Insurance Increases (plan design or premium) to employee	Health Insurance Increase to employer	Compensation Actions
FY 12/13	Elimination of High plan No plan design changes to remaining 2 plans Basic plan: no premium increase Plus plan: emp only/emp + child premiums remain at old High plan premium (employees previously at those tiers on the old Middle plan receiving supplement for one year to maintain old rate); all other tiers remain at same premium	Decrease of \$300/yr to Board Contribution (-4.26%)	offset mandated 5% employee VRS contribution- Net increase To employees = < 1% Performance Bonus pool fund of \$150,000 for General Government employees
FY 11/12	High/Mid plans: - ER co-pay up \$50 to \$200 - Outpt MH/SA co-pay set to PCP rate (\$0 to \$15/visit) - Rx co-pay top tier increase \$5 to \$50 Low plan: - PCP/Spec co-pays up \$5 to \$25/\$40 - Outpt MH/SA co-pay set to PCP rate (\$0 to \$25/visit) - Rx co-pays from \$7/30/50 to \$7/35/60 No premium increase	No increase	1%
FY 10/11	High plan: - Max OOP cost increase to \$1500 indiv/\$3000 family (from \$1000/\$2000) - Major services changed from flat co-pay to 5% co-insurance - ER co-pay increased by \$50 to \$150 - Urgent care co-pay from \$30 to \$35 - MH/SA co-pays at \$0 (from \$15/30; note: this was done pending further clarification from Feds on MH/SA parity); inpatient admits set to major service co-insurance (5%) - Rx co-pay from \$5/25/40 to \$7/30/45 Middle plan: - ER co-pay increased by \$50 to \$150 - MH/SA co-pays at \$0 (from \$15/30; note: this was done pending further clarification from Feds on MH/SA parity); inpatient admits set to major services co-insurance (10%) - Rx co-pay from \$5/25/40 to \$7/30/45	No increase	1%

	Low plan: - MH/SA co-pays at \$0 (from \$20/35; note: this was done pending further clarification from Feds on MH/SA parity); inpatient admits set to major service co-insurance (20%) - Rx generic tier co-pay from \$5 to \$7/per fill All plans: Lifetime max unlimited (from \$2m/lifetime) No premium increase		
FY 09/10	No changes to plan design No premium increase	Increase of \$397/yr to Board contribution (5.97%)	0% \$350 lump sum
FY 08/09	No changes to plan design Across the board premium increases (avg 8%, depending on tier)	Increase of \$495/yr to Board contribution (8.05%)	0%