

Memorandum

To: Village President and Board of Trustees

From: Betty Zigras, Finance Director

Date: 10/18/2021

Re: 2022 Health Insurance Renewal Rates

December 28th marks our group insurance renewal date. With that in mind, I am providing an overview of our group insurance plan for the upcoming 2022 benefit year.

As you know, we currently offer three different plan designs to all full-time employees, HMO, PPO and HSA. The United Health Care (UHC) renewal for calendar year 2022 proposes an overall decrease of 1.80% with minimum changes to our current plan designs. Fred Veazey, the Village's insurance broker, received quotes from other insurance carriers, as he does each year for comparison purposes.

The three quoted annual premiums received were –

- UHC - \$572,794
- BCBSIL - \$603,132
- Humana - \$774,832

Attachment #1 outlines the total 2021 and 2022 monthly premiums for each plan design and also includes the 2022 monthly Village and employee contribution along with the per pay period increase/decrease for each plan design. The final column lists the percentage increase/decrease per plan for 2022.

Attachment #2 outlines the dental and vision rates for 2022. There are no increases to these benefit plans for 2022. As a reminder the Village does not contribute to either of these benefit plans, they are employee funded.

Attachment #3 is a spreadsheet that compares our current plan design to the other two insurance carriers quoted.

Attachment #4 is a spreadsheet that compares the annual expense to the Village for 2021 and 2022, based on our October 2021 enrollment.

The recommendation to the Board will be –

October 18, 2021

- To accept the UHC 2022 renewal as submitted
- To continue the Village's annual contribution as it relates to the H S A benefit plan. \$1,000 for employee and spouse and family coverage and \$500 for employee only coverage.

Please feel free to call me if you have any questions.