

DATE: November 16, 2021
TO: Board of Trustees
FROM: Lara Florea
SUBJECT: 12/2021 to 11/2022 Health Insurance Expense

The following table notes the increases in costs for the various employee insurance coverages.

Monthly	Anthem Health	Principal Dental	Principal Life	Principal LTD	Total
2021	\$ 11,085.64	\$ 538.00	\$ 117.00	\$ 250.00	\$ 11,990.64
2022	\$ 11,739.12	\$ 564.00	\$ 121.00	\$ 270.00	\$ 12,694.12
Increase	\$ 653.48	\$ 26.00	\$ 4.00	\$ 20.00	\$ 703.48
Annually	Anthem Health	Principal Dental	Principal Life	Principal LTD	Total
2021	\$ 133,027.68	\$ 6,456.00	\$ 1,404.00	\$ 3,000.00	\$ 143,887.68
2022	\$ 140,869.44	\$ 6,768.00	\$ 1,452.00	\$ 3,240.00	\$ 152,329.44
Increase	\$ 7,841.76	\$ 312.00	\$ 48.00	\$ 240.00	\$ 8,441.76

Health insurance costs with Anthem are going up 5.9%. The annual renewal date for the Anthem contract is December 1st.

Staff recommends remaining with Anthem Blue Cross Blue Shield. Philip Naught of Naught Naught Insurance Agency has compared the current policy with others of similar specifications within the Anthem portfolio and finds that the current grandfathered, pre-Affordable Care Act (ACA) policy continues to offer more coverage at a lower cost than comparable ACA policies.