



October 11, 2013

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CASS COUNTY COMMISSION

Board of County Commissioners  
Cass County Courthouse  
211 9<sup>th</sup> Street South  
Fargo ND 58103

## Auditor

Michael Montplaisir, CPA  
701-241-5601

## Treasurer

Charlotte Sandvik  
701-241-5611

## Director of Equalization

Frank Klein  
701-241-5616

Re: 2014 Health Insurance Contract Renewal

Dear Commissioners:

Attached is the Attachment A Schedule (A-1) and supporting documentation for renewal of our self-funding arrangement through Blue Cross Blue Shield of North Dakota. As you will see on the second page of the Attachment (A-2), the suggested funding rate is going up by 4.9%. In earlier action on the budget, the commission agreed to keep the rates we charge departments and employees the same as they are for 2013. We were able to do that because of the reserves that we have in the health and dental funds.

Some concerns with the renewal are fixed costs of the stop loss premiums and the increased cost of administration. As you can see on Attachment A-2, stop loss premiums are going up 12.6%--those costs represent the premium we pay each month on the respective plans to cover the county in case we exceed either the aggregate claims of \$3,982,386 or claims exceeding \$65,000 on any single member of the plan.

The county pays Blue Cross Blue Shield a percentage of claims to handle claims and other administrative matters. For the past several years the percentage rate has been 5.9%, and the rate for 2014 is 7.4%, which is a 1.5% increase. Blue Cross Blue Shield defends this rate increase due to improved health outcomes and lower overall claims (which of course lowers the amount of administration based on claims), and implementation of the Affordable Care Act. Their explanations are outlined in Attachments B1 through B3.

As the county is always looking for health insurance alternatives, I looked at comparing our rates with the Public Employees Retirement System (PERS) offerings. While our single plan premium is similar to the PERS plan (\$523 vs. PERS \$526.60), our family plan is more expensive (\$1,360 vs. \$1,272.78). The difference is because PERS does not offer a single with dependent plan like the county offers. We have 63 employees who take the single with dependent option, and these people and the county would see a significant additional cost due to the shift of single with dependent plans to family plans.

Recently, I attended a seminar on PERS retirement and health plans at the North Dakota Association of Counties convention, and when asked a question about not having a single with dependent option, Sparb Collins, Executive Director, explained that when you include a single with dependent plan, the family plan increases in cost to offset the lower premium for the single with dependent.

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A comparison between the premiums we currently have compared to the PERS plan is included on Attachment C-1. The difference in the cost estimates is \$115,064, and the result of moving the single with dependent plan holders to a family plan. This estimate is based on the differences in the premiums. We have to remember that our plan is self-funded, where we pay the claims—the PERS plan is an insurance plan where our liability is for the premium only.

Associated Financial Group (AFG) also reviewed the two plans to compare benefits and how it would affect actual claims that have been paid by our current plan. Attachments C-2 and C-3 shows the plan design differences between the two plans. Our current plan is the “baseline” and the PERS plan is the “alternate”. As you can see, the deductible increases significantly (\$100 to \$400 for single and \$200 to \$1,200 for family) but the total out of pocket maximums are less dramatic (\$1,100 to \$1,150 for single and \$2,200 to \$2,700 for family). For out of network services, out of pocket maximums actually go down for both single and family plans.

The overall impact on claims is not that dramatic when they processed our actual claims for the past year as if they had been processed using the PERS plan, but remember, under PERS, the county would pay insurance premiums not the claims. It is a useful comparison for what would happen to the amount that employees would pay for their share of the claims. In total, employee costs would have been \$98,000. Co-pays and co-insurance would have been less but deductibles would have been more (see Attachment C-7). If you review the chart at the bottom of Attachment C-13, you can see the effect on the individuals—621 would fare better, 24 would be the same under either plan, and 165 would have paid more under the state plan.

At this time, we are recommending the county keep the current plan, but we will need to review it every year as more parts of the Affordable Care Act are implemented. Our current plan is still a “grandfathered” plan, but as more changes are made, keeping this status will become harder because of the limited amount of changes the county we can make to the plan and the funding plan.

Sincerely,

  
Michael Montplaisir, CPA  
Cass County Auditor

SUGGESTED MOTION:

Move to authorize the Chairman to sign Attachment A for administration of the county’s self-funded health and dental plans.

**Cass County Government**

Contract Period: January 1, 2014 through December 31, 2014

Stop-Loss coverages are based on Paid Benefits incurred in the period January 1, 1984 through December 31, 2014 and paid during the Contract Period. Individual Stop-Loss Attachment Point is \$65,000 per Member and the Aggregate Stop-Loss Attachment is 120% of expected Paid Benefits paid during the Contract Period.

1. Expected monthly enrollment levels:

	<u>Special SC 100</u>	<u>Special SC 100 OOA</u>	<u>Dental 104</u>
Single:	168 Contracts	1 Contracts	196 Contracts
Single Plus Dependent:	59 Contracts	0 Contracts	
Family:	134 Contracts	1 Contracts	136 Contracts

2. Aggregate Stop-Loss Attachment Point per Subscriber (x 12 for Contract Period):

Single:	\$483.31	\$499.26	\$55.02
Single Plus Dependent:	850.64	878.70	
Family:	1,256.62	1,298.09	143.48

3. Aggregate Stop-Loss Attachment Point, maximum administrative fees (net of BlueCard® fees and compensation) and conversion coverage costs per Contract Period based on the figures shown in 1 and 2 above:

Aggregate Stop-Loss Attachment Point:	\$3,982,386
Maximum administrative fees and conversion coverage costs:	\$294,697 (7.4% of claims expense)

4. Minimum Aggregate Deductible: \$3,584,147

5. Monthly premium for stop-loss coverage (aggregate and individual):

Single:	\$81.12	\$81.12
Single Plus Dependent:	142.76	142.76
Family:	210.86	210.86

6. Summary of estimated maximum Contract Period costs at enrollment levels in 1 above:

Aggregate Stop-Loss Attachment Point:	\$3,982,386
Maximum administrative fees and conversion coverage costs:	294,697
Stop-Loss insurance premium:	607,179
Total maximum Cost:	<u>\$4,884,262</u>

In addition to the total maximum cost, applicable BlueCard® fees and compensation will apply.

The parties have caused this Agreement to be executed by their respective authorized officers.

CASS COUNTY GOVERNMENT  
PO Box 2806  
Fargo, North Dakota 58108

BLUE CROSS BLUE SHIELD  
OF NORTH DAKOTA  
4510 13th Avenue South  
Fargo, North Dakota 58121-0001

By: \_\_\_\_\_

By: Bradley W. Bartle  
Bradley W. Bartle

Title: \_\_\_\_\_

Title: VP Actuarial and Membership Services

Date: \_\_\_\_\_

Date: 8/14/13

**RX: Deemed Creditable**  
Group Numbers: 10033

**Cass County Government**  
**Group Numbers: 10033**  
**January 1, 2014**  
**Special SC 100**  
**\$65,000**  
**120%**

	<u>2013</u>	<u>2014</u>	<u>Percent Change</u>
<u>Group Size (Subscribers)</u>			
Single	164	168	2.4%
SPD	63	59	-6.3%
Family	135	134	-0.7%
Total	<u>362</u>	<u>361</u>	<u>-0.3%</u>
 <u>Attachment Points</u>			
Single	\$473.37	\$483.31	2.1%
SPD	833.14	850.64	2.1%
Family	1,230.77	1,256.62	2.1%
 <u>Stop-Loss Premiums</u>			
Single	\$72.04	\$81.12	12.6%
SPD	126.78	142.76	12.6%
Family	187.28	210.86	12.6%
 <u>SFL at Expected Cost</u>			
Single	\$489.79	\$513.68	4.9%
SPD	862.03	904.08	4.9%
Family	1,273.43	1,335.53	4.9%
 Administrative Expense			
% of claims	5.9%	7.4%	

Note: Net of BlueCard® fees  
**RX: Deemed Creditable**

**Cass County Government  
 Group Numbers: 10033  
 January 1, 2014  
 Special SC 100 OOA  
 \$65,000  
 120%**

	<u>2013</u>	<u>2014</u>	<u>Percent Change</u>
<u>Group Size (Subscribers)</u>			
Single	1	1	0.0%
SPD	0	0	0.0%
Family	0	1	0.0%
Total	<u>1</u>	<u>2</u>	<u>100.0%</u>
 <u>Attachment Points</u>			
Single	\$488.99	\$499.26	2.1%
SPD	860.63	878.70	2.1%
Family	1,271.39	1,298.09	2.1%
 <u>Stop-Loss Premiums</u>			
Single	\$72.04	\$81.12	12.6%
SPD	126.78	142.76	12.6%
Family	187.28	210.86	12.6%
 <u>SFL at Expected Cost</u>			
Single	\$503.57	\$527.96	4.8%
SPD	886.29	929.20	4.8%
Family	1,309.28	1,372.65	4.8%
 Administrative Expense			
% of claims	5.9%	7.4%	

Note: Net of BlueCard® fees  
 RX: Deemed Creditable

A-4

**Cass County Government  
Group Numbers: 10033  
January 1, 2014  
Dental 104  
\$65,000  
120%**

	<u>2013</u>	<u>2014</u>	<u>Percent Change</u>
<u>Group Size (Subscribers)</u>			
Single	190	196	3.2%
Family	132	136	3.0%
Total	<u>322</u>	<u>332</u>	<u>3.1%</u>
<u>Attachment Points</u>			
Single	\$55.02	\$55.02	0.0%
Family	143.48	143.48	0.0%
<u>SFL at Expected Cost</u>			
Single	\$48.56	\$49.24	1.4%
Family	126.62	128.41	1.4%
Administrative Expense % of claims	5.9%	7.4%	

A-5

Group Name: **Cass County Government**

Effective Date: **January 1, 2014**

SUGGESTED FUNDING LEVEL AT EXPECTED COST

	<u>Special SC 100</u>	<u>Special SC 100 OOA</u>	<u>Dental 104</u>
Single	\$513.68	\$527.96	\$49.24
SPD	904.08	929.20	
Family	1,335.53	1,372.65	128.41

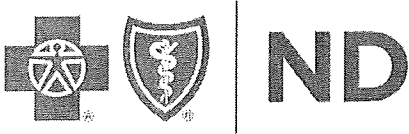
SUGGESTED FUNDING LEVEL AT MAXIMUM COST

Single	\$600.19	\$617.33	\$59.09
SPD	1,056.35	1,086.48	
Family	1,560.47	1,605.01	154.10

**RX: Deemed Creditable**

Note: Net of BlueCard® fees.

The SFLs do not include the Patient Centered Research Outcomes Tax and the Transitional Reinsurance fees. The Patient Centered Research Outcomes Tax is \$2 per member per year in 2014, and the Transitional Reinsurance fee is \$5.25 per member per month in 2014. These fees are subject to change by the Federal Government.



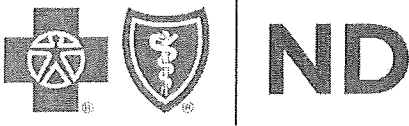
## The Value in Blue Cross Blue Shield of North Dakota's Administrative Fee

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### Why is your BCBSND percentage of claims administration amount increasing?

- ✓ BCBSND added new technology and programs designed to improve health outcomes and lower your overall claims spend.
- ✓ BCBSND was asked to reallocate and increase Self Funded Administration Fees from the North Dakota Insurance Department.
- ✓ BCBSND added new technology over the last few years to ease administration for our groups and continues to make enhancements.
- ✓ Implementation and Compliance with the Affordable Care Act
- ✓ BCBSND percentage of claims pricing method at the current percentage has not kept up with the cost of business due to the success of BCBSND lowering claims trend.
- ✓ Enhancements made to Wellness and Education
- ✓ Increased Security Measures



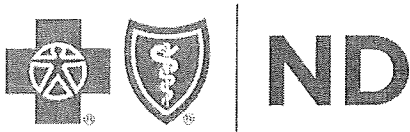


B-2

## The Cost of Implementation and Compliance with the Affordable Care Act

### A Few Examples:

- ✓ New Regulations and IT requirements requiring system enhancements
  - Exchange Preparation and Readiness Programming
  - Rate Table Changes
  - 3 Month Grace Period
  
- ✓ Human Capital
  - Additional Staffing required
  - Marketing Call Center
  
- ✓ Product Changes
  - Metallic Product Development
  - Summary of Benefits Coverage
  - Coverage for Women's Preventive Services
  - Pharmacy Changes and Interface
  - Out of Pocket Implementation
  - Qualified Health Plan Certification for Health Insurance Marketplaces
  - 2014 ACA Rewrite
  
- ✓ Communication Projects
  - Organizational Training and Communication
  - Marketing Training
  - Post Health Reform Vulnerability
  - CCC Health Reform Readiness
  
- ✓ Operational Projects
  - Network Enhancements for Exchanges
  - Risk Adjustment Requirement
  - Health insurance Marketplace Exchange Analysis
  - Transition of Membership



## The Value in Blue Cross Blue Shield of North Dakota's Administrative Fee

### Claims Management

- ✓ **Network**
  - Broadest Access to Blue Cross Blue Shield National Network
  - Provider Credentialing
  - Deep Discounts
- ✓ **Medical Administration**
  - Benefit Plan Implementation
  - Claims Adjudication, Edits, Payment
  - Explanation of Benefits
- ✓ **Pharmacy Administration**
  - Integrated Pharmacy Benefit Management (PBM) thru Prime Therapeutics
  - Pharmacy Rebates (100%)
  - Formulary Review
- ✓ **Integrated Stop Loss**
  - Coordination of Coverage
  - Seamless Reimbursement
- ✓ **Financial Management**
  - Claims Fiduciary Responsibility
  - Medical Appeals
  - Fraud, Waste & Abuse Monitoring

### Medical Management

- ✓ **Wellness**
  - Prenatal Plus
- ✓ **Case Management**
- ✓ **Utilization Management**
  - Prior Authorization
  - Prior Approval
  - Concurrent Review
  - Behavioral Health
- ✓ **Disease Management**
  - Accordant(with BCBSND Stop Loss)
- ✓ **Patient Centered Medical Home (MediQHome)**
  - Identifying Gaps in Care
  - Accessing Clinical Data
- ✓ **Total Cost of Care Contracting**
  - Outcomes Based Reimbursement
  - Patient Allocation

### Member Engagement Tools

- ✓ **Transparency Tools**
  - Care Comparison
  - Member Out of Pocket
  - My Prime

### Enrollment & Life Event Management

- ✓ **Enrollment Options**
  - Paper
  - Electronic
- ✓ **Product Enrollment**
  - Medical
  - Dental
  - Vision
  - Ancillary
- ✓ **Blue Connect**
  - Employer Self Service
  - Member Self Service
  - Electronic Distribution of Forms

### Account Service & Member Service

- ✓ **Dedicated Account Manager**
- ✓ **Customer Contact Center**
- ✓ **Member Advocate Program**
- ✓ **District Offices throughout North Dakota**

### Material Development & Distribution

- ✓ **Enrollment Materials**
- ✓ **Summary of Benefits and Coverage (SBC)**
- ✓ **Summary Plan Descriptions (SPDs)**
- ✓ **Certificate of Creditable Coverage (HIPAA Notice)**

### Analytics

- ✓ **Financial Reporting**
- ✓ **Clinical Reporting**
- ✓ **Utilization Reporting**
- ✓ **Ad Hoc Reporting**

### Professional Services

- ✓ **Consulting & Member Education**
  - Wellness
  - Large Group
- ✓ **Actuarial**
- ✓ **Legal**
- ✓ **Compliance**
  - Affordable Care Act (ACA)
    - Transitional Reinsurance
    - PCORI

### Transparent Fee Structure

- ✓ **Administrative Fee % of Claims or PCPM**
- ✓ **BlueCard Fees**
- ✓ **No Implementation Fee**
- ✓ **No Printing Fees**

Comparison of premiums for our current plan and Public Employees Retirement System plan

County Plan Rates for 2013	Number of Contracts and Costs per Contract				Total Spend Estimates		
	Plans	Total	Employee	Employer	Total	Employee	Employer
Single	165	\$ 523	\$ 37	\$ 486	\$ 1,035,540	\$ 73,260	\$ 962,280
Single/Dep	63	\$ 921	\$ 132	\$ 789	\$ 696,276	\$ 99,792	\$ 596,484
Family	135	\$ 1,360	\$ 292	\$ 1,068	\$ 2,203,200	\$ 473,040	\$ 1,730,160
	363				\$ 3,935,016	\$ 646,092	\$ 3,288,924

County Plan Rates for 2014	Number of Contracts and Costs per Contract				Total Spend Estimates		
	Plans	Total	Employee	Employer	Total	Employee	Employer
Single	169	\$ 523	\$ 37	\$ 486	\$ 1,060,644	\$ 75,036	\$ 985,608
Single/Dep	59	\$ 921	\$ 132	\$ 789	\$ 652,068	\$ 93,456	\$ 558,612
Family	135	\$ 1,360	\$ 292	\$ 1,068	\$ 2,203,200	\$ 473,040	\$ 1,730,160
	363				\$ 3,915,912	\$ 641,532	\$ 3,274,380

Our spend estimates decrease slightly due to some plans moving from Single W/Dependent to Single

State Plan	Number of Contracts and Costs per Contract				Total Spend Estimates		
	Plans	Total	Employee	Employer	Total	Employee	Employer
Single	169	\$ 526.60	\$ 37.65	\$ 488.95	\$ 1,067,944.80	\$ 76,354.20	\$ 991,590.60
Family	194	\$ 1,272.78	\$ 273.01	\$ 999.77	\$ 2,963,031.84	\$ 635,567.28	\$ 2,327,464.56
	363				\$ 4,030,976.64	\$ 711,921.48	\$ 3,319,055.16

Spend estimates would increase due to moving Single W/Dependent plans to Family

# Cass County

## Model ND Public EEs Retirement System Plan

C-2

Paid Claims Date Range: 09/01/12 - 08/31/13  
 Groups Included: \$100-\$30-90%

### Comparison Plan Information

Plans	Plan Type	Plan Name	Service Category	Inflation Factor Applied
<b>Baseline</b>	<b>Ded/Copay</b>	2013 \$100-\$30-90%	N/A	
<b>Alternate</b>	<b>Ded/Copay</b>	\$400-\$25-80%	Preventive Care	0.0%
			Convenience Care	0.0%
			Office / Professional	0.0%
			Outpatient	0.0%
			Inpatient	0.0%
			Emergency	0.0%
			Ambulance	0.0%
			Other	0.0%
			Prescription	0.0%

# Cass County

## Model ND Public EEs Retirement System Plan

C-3

### Summary of Plan Changes Applied

Alternate Plan	Coverage	Item Changed	Baseline Coverage	Alternate Coverage
<b>Alternate: \$400-\$25-80%</b>	<b>In-Network</b>	Single Deductible	\$100	\$400
		Family Deductible	\$200	\$1,200
		Single Out-of-Pocket Maximum	\$1,100	\$1,150
		Family Out-of-Pocket Maximum	\$2,200	\$2,700
		Preventive Services - Copay Amount	\$30	\$0
		Convenience Care - Copay Amount	\$30	\$25
		Convenience Care - Coinsurance Applies	Yes	No
		Office Visits - Copay Amount	\$30	\$25
		Office Visits - Coinsurance Applies	Yes	No
		Outpatient Services - Plan Coinsurance Amount	90%	80%
		Inpatient Services - Plan Coinsurance Amount	90%	80%
		Emergency Room Services - Copay Amount	\$80	\$50
		Emergency Room Services - Deductible Applies	No	Yes
		Emergency Room Services - Plan Coinsurance Amount	90%	80%
	<b>Out-Network</b>	Single Deductible	\$250	\$400
		Family Deductible	\$500	\$1,200
		Single Out-of-Pocket Maximum	\$2,250	\$1,650
		Family Out-of-Pocket Maximum	\$4,500	\$3,700
		Preventive Services - Copay Amount	\$30	\$0
		Preventive Services - Coinsurance Applies	Yes	No
Preventive Services - Plan Coinsurance Amount		80%	0%	
Convenience Care - Deductible Applies		Yes	No	
Convenience Care - Coinsurance Applies		Yes	No	
Office Visits - Deductible Applies		Yes	No	
Office Visits - Coinsurance Applies	Yes	No		
Outpatient Services - Plan Coinsurance Amount	80%	75%		

Cass County  
 Model ND Public EEs Retirement System Plan

C-4

Summary of Plan Changes Applied

Alternate Plan	Coverage	Item Changed	Baseline Coverage	Alternate Coverage
<b>Alternate: \$400-\$25-80%</b>	<b>Out-Network</b>	Emergency Room Services - Copay Amount	\$80	\$50
		Emergency Room Services - Deductible Applies	No	Yes
		Emergency Room Services - Plan Coinsurance Amount	90%	80%
		Ambulance Services - Plan Coinsurance Amount	80%	75%
		Other Services - Plan Coinsurance Amount	80%	75%
	<b>Pharmacy</b>	Generic Drugs - Copay Amount	\$20	\$5
		Non-Formulary Drugs - Copay Amount	\$20	\$25

# Cass County

## Model ND Public EEs Retirement System Plan

C-5

### In-Network Services Financial Impact

Plan		Paid Claims		Member Paid Breakdown		
		Plan Paid	Member Paid	Copays	Deductibles	Coinsurance
<b>Baseline: 2013</b> <b>\$100-\$30-90%</b>	<b>Single</b>	\$504,642	\$71,223	\$29,057	\$5,558	\$36,608
	<b>Family</b>	\$1,404,700	\$217,802	\$99,184	\$17,818	\$100,800
	<b>Total</b>	\$1,909,342	\$289,025	\$128,241	\$23,376	\$137,408
<b>Alternate:</b> <b>\$400-\$25-80%</b>	<b>Single</b>	\$505,623	\$70,242	\$20,907	\$23,680	\$25,655
	<b>Family</b>	\$1,406,981	\$215,521	\$70,090	\$77,266	\$68,165
	<b>Total</b>	\$1,912,604	\$285,763	\$90,997	\$100,946	\$93,820
	<i>Expected Change (\$)</i>	\$3,262	(\$3,262)	(\$37,244)	\$77,570	(\$43,588)
	<i>Expected Change (%)</i>	0%	(1%)	(29%)	332%	(32%)

### Out-Network Services Financial Impact

Plan		Paid Claims		Member Paid Breakdown		
		Plan Paid	Member Paid	Copays	Deductibles	Coinsurance
<b>Baseline: 2013</b> <b>\$100-\$30-90%</b>	<b>Single</b>	\$131,018	\$53,155	\$16,588	\$18,367	\$18,200
	<b>Family</b>	\$611,813	\$140,603	\$39,183	\$52,172	\$49,248
	<b>Total</b>	\$742,831	\$193,758	\$55,771	\$70,539	\$67,448
<b>Alternate:</b> <b>\$400-\$25-80%</b>	<b>Single</b>	\$153,999	\$30,174	\$16,318	\$8,345	\$5,511
	<b>Family</b>	\$671,061	\$81,355	\$38,673	\$20,357	\$22,325
	<b>Total</b>	\$825,060	\$111,529	\$54,991	\$28,702	\$27,836
	<i>Expected Change (\$)</i>	\$82,229	(\$82,229)	(\$780)	(\$41,837)	(\$39,612)
	<i>Expected Change (%)</i>	11%	(42%)	(1%)	(59%)	(59%)

# Cass County

## Model ND Public EEs Retirement System Plan

C-6

### Pharmacy Financial Impact

Plan		Paid Claims		Member Paid Breakdown		
		Plan Paid	Member Paid	Copays	Deductibles	Coinsurance
<b>Baseline: 2013</b> <b>\$100-\$30-90%</b>	<b>Single</b>	\$180,473	\$27,243	\$27,243	\$0	\$0
	<b>Family</b>	\$304,966	\$71,875	\$71,875	\$0	\$0
	<b>Total</b>	\$485,439	\$99,118	\$99,118	\$0	\$0
<b>Alternate:</b> <b>\$400-\$25-80%</b>	<b>Single</b>	\$183,783	\$23,933	\$23,933	\$0	\$0
	<b>Family</b>	\$314,908	\$61,933	\$61,933	\$0	\$0
	<b>Total</b>	\$498,691	\$85,866	\$85,866	\$0	\$0
	<i>Expected Change (\$)</i>	\$13,252	(\$13,252)	(\$13,252)	\$0	\$0
	<i>Expected Change (%)</i>	3%	(13%)	(13%)	0%	0%



Cass County  
 Model ND Public EEs Retirement System Plan

C-7

Total Financial Impact

Plan		Paid Claims		Member Paid Breakdown		
		Plan Paid	Member Paid	Copays	Deductibles	Coinsurance
<b>Baseline: 2013 \$100-\$30-90%</b>	<b>Single</b>	\$816,133	\$151,621	\$72,888	\$23,925	\$54,808
	<b>Family</b>	\$2,321,479	\$430,280	\$210,242	\$69,990	\$150,048
	<b>Total</b>	\$3,137,612	\$581,901	\$283,130	\$93,915	\$204,856
<b>Alternate: \$400-\$25-80%</b>	<b>Single</b>	\$843,405	\$124,349	\$61,158	\$32,025	\$31,166
	<b>Family</b>	\$2,392,950	\$358,809	\$170,696	\$97,623	\$90,490
	<b>Total</b>	\$3,236,355	\$483,158	\$231,854	\$129,648	\$121,656
	<i>Expected Change (\$)</i>	\$98,743	(\$98,743)	(\$51,276)	\$35,733	(\$83,200)
	<i>Expected Change (%)</i>	3%	(17%)	(18%)	38%	(41%)

# Cass County

## Model ND Public EEs Retirement System Plan

c-8

### Claimants Affected - In-Network Services

Plan		Total Claimants	Claimants Negatively Affected	Claimants Positively Affected	Claimants Not Affected	Total Claimants Affected
<b>Baseline: 2013 \$100-\$30-90%</b>	<b>Single</b>	154				
	<b>Family</b>	656				
	<b>Total</b>	810				
<b>Alternate: \$400-\$25-80%</b>	<b>Single</b>		42	94	18	154
	<b>Family</b>		160	426	70	656
	<b>Total</b>		202	520	88	810
	<i>Expected Change (%)</i>		25%	64%	11%	100%

### Claimants Affected - Out-Network Services

Plan		Total Claimants	Claimants Negatively Affected	Claimants Positively Affected	Claimants Not Affected	Total Claimants Affected
<b>Baseline: 2013 \$100-\$30-90%</b>	<b>Single</b>	154				
	<b>Family</b>	656				
	<b>Total</b>	810				
<b>Alternate: \$400-\$25-80%</b>	<b>Single</b>		12	72	70	154
	<b>Family</b>		31	255	370	656
	<b>Total</b>		43	327	440	810
	<i>Expected Change (%)</i>		5%	40%	54%	100%

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Claimants Affected - Pharmacy Services

Plan		Total Claimants	Claimants Negatively Affected	Claimants Positively Affected	Claimants Not Affected	Total Claimants Affected
<b>Baseline: 2013</b> <b>\$100-\$30-90%</b>	<b>Single</b>	154				
	<b>Family</b>	656				
	<b>Total</b>	810				
<b>Alternate:</b> <b>\$400-\$25-80%</b>	<b>Single</b>		11	74	69	154
	<b>Family</b>		37	286	333	656
	<b>Total</b>		48	360	402	810
	<i>Expected Change (%)</i>		6%	44%	50%	100%

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### Claimants Affected - Total

Plan		Total Claimants	Claimants Negatively Affected	Claimants Positively Affected	Claimants Not Affected	Total Claimants Affected
<b>Baseline: 2013</b> <b>\$100-\$30-90%</b>	<b>Single</b>	154				
	<b>Family</b>	656				
	<b>Total</b>	810				
<b>Alternate:</b> <b>\$400-\$25-80%</b>	<b>Single</b>		53	137	2	192
	<b>Family</b>		207	571	22	800
	<b>Total</b>		260	708	24	992
	<i>Expected Change (%)</i>		32%	87%	3%	122%

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### Deductible & Out-of-Pocket Maximum Claimant Impact

Plan		Singles Reaching Deductible	Families Reaching Deductible	Singles Reaching OOPM	Families Reaching OOPM
<b>Baseline: 2013</b> <b>\$100-\$30-90%</b>	<b>In-Network</b>	53	39	14	6
	<b>Out-Network</b>	64	50	1	0
	<b>Pharmacy</b>	0	0	0	0
	<b>Total</b>	117	89	15	6
<b>Alternate:</b> <b>\$400-\$25-80%</b>	<b>In-Network</b>	56	11	23	6
	<b>Out-Network</b>	16	0	2	0
	<b>Pharmacy</b>	0	0	0	0
	<b>Total</b>	72	11	25	6
	<i>Expected Change(%)</i>	(4,500%)	(7,800%)	1,000%	0%

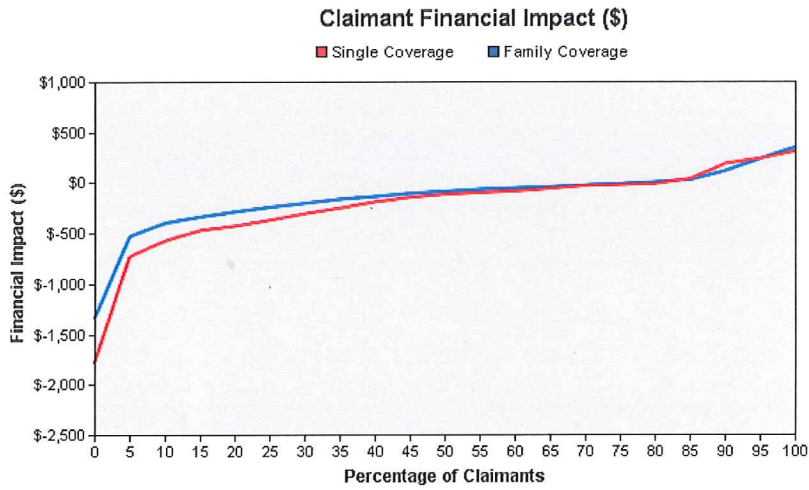
# Cass County

## Model ND Public EEs Retirement System Plan

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### Graph 1.0: Claimant Financial Impact (\$) of Alternate: \$400-\$25-80%

The graph below displays the percentage of the group that is financially impacted by the change to the \$400-\$25-80% and by how much (\$) they are impacted.



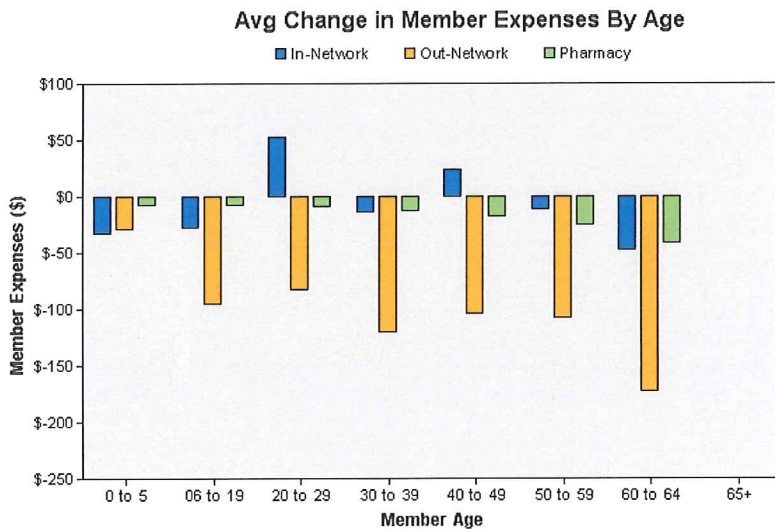
# Cass County

## Model ND Public EEs Retirement System Plan

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Graph 2.0: Avg. Change in Member Expenses by Age of Alternate: \$400-\$25-80%

This graph displays the percentage of claimants that are financially impacted by the change to the alternate plan design and by how much (\$) by age group.



### Claimant Impact - Change in Member Expenses by Age

Claimants	Everyone	0-5	6-19	20-29	30-39	40-49	50-59	60-64	65+
Saving > \$1000	8	0	3	0	0	0	3	2	0
Saving \$500-\$999	50	1	6	6	11	4	10	12	0
Saving \$150-\$499	250	19	42	23	28	51	54	31	2
Saving \$1-\$149	313	25	82	52	47	38	45	17	7
Paying the same	24	1	8	6	5	4	0	0	0
Paying \$1-\$149 more	55	4	10	5	10	5	16	2	3
Paying \$150-\$499 more	101	10	10	20	9	19	23	8	2
Paying \$500-\$999 more	9	0	1	3	0	4	1	0	0
Paying > \$1000 more	0	0	0	0	0	0	0	0	0

810

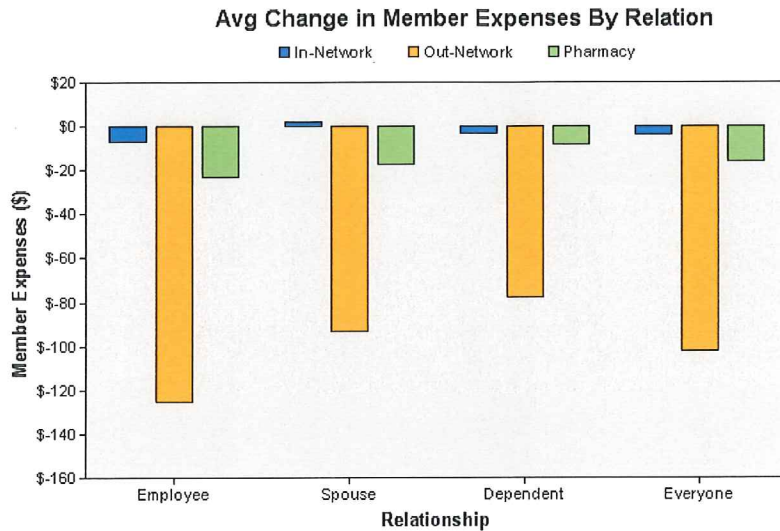
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## Model ND Public EEs Retirement System Plan

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**Graph 3.0: Avg. Change in Member Expenses by Relation of Alternate: \$400-\$25-80%**

This graph displays the percentage of claimants that are financially impacted by the change to the alternate plan design and by how much (\$) by relation.



### Claimant Impact - Change in Member Expenses by Relation

Claimants	Everyone	Employees	Spouses	Dependents
Saving > \$1000	8	4	1	3
Saving \$500-\$999	50	30	10	10
Saving \$150-\$499	250	124	50	76
Saving \$1-\$149	313	125	44	144
Paying the same	24	7	5	12
Paying \$1-\$149 more	55	24	12	19
Paying \$150-\$499 more	101	45	21	35
Paying \$500-\$999 more	9	4	2	3
Paying > \$1000 more	0	0	0	0