

RESOLUTION NO. R24-36

A RESOLUTION OF THE CITY COUNCIL AUTHORIZING THE MAYOR TO SIGN AGREEMENTS WITH JOINT POWER TRUST AND MUTUAL OF OMAHA FOR THE PROVISION OF THE EMPLOYEE HEALTH INSURANCE BENEFIT AND RELATED PROGRAMS FOR CITY OF LAUREL EMPLOYEES AND DEPENDENTS.

WHEREAS, the City Council (hereinafter “City Council”) of the City of Laurel (hereinafter “the City”) previously authorized the City’s Health Insurance Committee to seek competitive information and quotes to provide health and related insurance for the City’s employees and dependents;

WHEREAS, the City sought competitive information and quotes to ensure that the selected parties will provide satisfactory health and related insurance coverage for the City’s employees and dependents, as well as to ensure that the proposals would be in the City’s best interests;

WHEREAS, the City’s competitive process of achieving quotes included quotes for employee health insurance, dental insurance, VSP (eye) insurance, short- and long-term disability coverage, and life insurance;

WHEREAS, City Staff and the Health Insurance Committee reviewed various proposals and determined that the proposals submitted by Joint Power Trust and Mutual of Omaha are the most responsive to the City’s needs and requests for appropriate and comprehensive health and related insurance coverage for City employees and dependents, and City Staff and the Health Insurance Committee hereby recommend approval of the same proposals;

WHEREAS, in addition, the City has sought feedback from City employees regarding their interests related to health and related insurance coverage, and the City has evaluated the feedback received from responsive City employees; and

WHEREAS, City Staff and the Health Insurance Committee recommend that the proposals submitted by Joint Power Trust and Mutual of Omaha are the most responsive to the City’s needs and requests for appropriate and comprehensive health and related insurance coverage for City employees and dependents, and City Staff and the Health Insurance Committee hereby recommend approval of the same.

NOW THEREFORE BE IT RESOLVED, by the City Council of the City of Laurel, Montana:

Section 1: Approval. The City approves the changes in health and related insurance coverage to the following entities: Joint Power Trust and Mutual of Omaha.

Section 2: Execution. The Mayor is hereby given authority to execute all related documents needed to ensure the appropriate change in health and related insurance coverage.

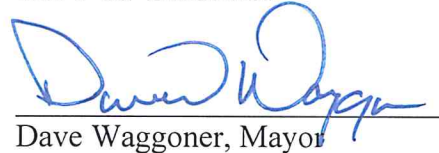
Introduced at a regular meeting of the City Council on the 14th day of May 2024 by Council Member Mize.

PASSED and APPROVED by the City Council of the City of Laurel, Montana on the 14th day of May 2024.

APPROVED by the Mayor on the 14th day of May 2024.



CITY OF LAUREL


Dave Waggoner, Mayor

ATTEST:


Kelly Strecker, Clerk-Treasurer

APPROVED AS TO FORM:


Michele L. Braukmann, Civil City Attorney



City of Laurel
Medical Renewal/Proposal

Dante Olson / Abigail Cool
406-532-8764 | 406-373-8624

Renewal Pacific Source - No rate guarantee next year

	Platinum	Gold	Gold	Silver
In-Network	500	1000	1500	3500
Deductible	\$500	\$1,000	\$1,500	\$3,500
Coinsurance	80%	80%	70%	100%
OOP Maximum (Inc. Ded.)	\$2,500	\$2,500	\$3,500	\$3,500
Co-Pays				
Office Visits (OV; SV; UC)	\$25/\$25/\$25	\$25/\$25/\$25	\$35/\$35/\$35	100% after Ded
Rx	\$10/tier 2-4 \$100 deductible copy of \$40/200/\$200	\$10/tier 2-4 \$100 deductible copy of \$40/200/\$200	\$10/tier 2-4 \$100 deductible copy of \$40/200/\$200	100% after Ded
Assumed Enrollment				
Employee	44	9	2	6
Employee & Spouse	0	3	0	0
Employee & Children	2	0	2	0
Family	0	2	0	0
Total	46	14	4	6
Premiums				
Employee	\$865.10	\$828.64	\$778.73	\$647.46
Employee & Spouse	\$1,919.21	\$1,838.32	\$1,728.06	\$1,436.71
Employee & Child	\$1,376.39	\$1,318.39	\$1,237.16	\$1,029.47
Family	\$2,205.13	\$2,112.19	\$1,984.54	\$1,650.39
Monthly Premium	\$40,817	\$17,197	\$4,032	\$3,885
Annual Premium	\$489,806	\$206,365	\$48,381	\$46,617

Total Annual Estimated Cost

\$791,170

Joint Powers Trust - Rate guarantee next year max 8.5%

	Platinum	Gold	Gold	Silver	Silver Option to Replace Gold 1500
In-Network	500	1000	1500	3500	5000
Deductible	\$500	\$1,000	\$1,500	\$3,500	\$5,000
Coinsurance	80%	80%	70%	100%	100%
OOP Maximum (Inc. Ded.)	\$2,500	\$2,500	\$3,500	\$3,500	\$5,000
Co-Pays					
Office Visits (OV; SV; UC)	\$25/\$25/\$25	\$25/\$25/\$25	\$35/\$35/\$35	100% after Deductible	100% after Deductible
Rx	10/tier 2-4 \$100 deductible copy of \$40/200/\$200	\$10/tier 2-4 \$100 deductible copy of \$40/200/\$200	\$10/tier 2-4 \$100 deductible copy of \$40/200/\$200	100% after Deductible	100% after Deductible
Assumed Enrollment					
Employee	44	9	2	6	
Employee & Spouse	0	3	0	0	
Employee & Children	2	0	2	0	
Family	0	2	0	0	
Total	46	14	4	6	
Premiums					
Employee	\$841.72	\$807.67	\$761.00	\$638.45	\$561.83
Employee & Spouse	\$1,826.29	\$1,750.74	\$1,647.75	\$1,375.62	\$1,210.55
Employee & Child	\$1,319.29	\$1,265.11	\$1,189.23	\$995.25	\$875.82
Family	\$2,093.35	\$2,006.54	\$1,887.31	\$1,575.20	\$1,386.13
Monthly Premium	\$39,674	\$16,534	\$3,900	\$3,831	
Annual Premium	\$476,091	\$198,412	\$46,806	\$45,968	

Total Annual Estimated Cost

JPT Savings - \$23,893.00

0/080199882



Dante Olson | Abigail Cool
406-532-8764 | 406-373-8624

City of Laurel

Group Paid Life, STD & LTD Comparison

Group Paid Life Insurance

Plan

Employee Base Life Amount

Accidental Death & Dismemberment
Guarantee Issue Amount

Employee Rate per \$1,000

Employee AD&D Rate per \$1,000

Estimated Group Monthly Premium

Estimated Group Yearly Total

Rate Guarantee

Dearborn/UNUM	Mutual of Omaha	Mutual of Omaha
Group Paid Life	Group Paid Life	Retiree Life
\$15,000 & \$10,000	\$25,000	\$10,000
\$15,000 & \$10,000	\$25,000	N/A
\$15,000 & \$10,000	\$25,000	\$10,000
\$0.40 & \$0.42	\$0.21	\$2.750
	\$0.04	NA
\$525.12 & \$281.40	\$421.88	\$195.25
\$9,678.24	\$5,062.56	\$2,343.00

3 year Rate Guarantee 3 year Rate Guarantee
Savings - \$4,615.68

Voluntary/Employee Paid Product
Benefit reduction on retiree:
Age 70 - 65%
Age 75 - 50%

Group Paid Short Term Disability

Plan

Weekly Benefit

Minimum Weekly Benefit
Maximum Weekly Benefit

Maximum Benefit Period

Employee Rate per \$10

Estimated Group Monthly Premium

Estimated Group Yearly Total

Unum	Mutual of Omaha
Group STD	Group STD
60%	60%
\$25	\$25
\$1,000	\$1,000
11 weeks	11 weeks
	\$0.26
\$1,301.36	\$1,134.23
\$15,616.32	\$13,610.76

3 year Rate Guarantee

Savings - \$2,005.56

Group Paid Long Term Disability

Plan

Benefit Amount

Maximum Monthly Benefit
Minimum Monthly Benefit

Elimination Period

Max Benefit Period

Own Occupation Period

Employee Rate per \$100

Estimated Group Monthly Premium

Estimated Group Yearly Total

Unum	Mutual of Omaha
Group LTD	Group LTD
60%	60%
\$6,000	\$6,000
\$100	\$100 or 10%
90 days	90 days
RBD to SSNRA	RBD to SSNRA
NA	24 Months
	\$0.37
\$1,758.90	\$1,166.53
\$21,010.88	\$13,998.36

3 year Rate Guarantee

Savings - \$7,012.52

Total Savings: \$13,633.76



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 City of Laurel
 Dental Comparison

Carrier Plan Network	Current: Delta Dental	Mutual of Omaha
Copay	3000 Delta Dental	No network
Deductible	N/A	N/A
Maximum	\$50 \$150 \$3,000	\$50 \$150 \$3,000
Waiting periods	12 Month Major \$1,500	None
Orthodontia		\$1,500 No age limit
Preventive	100%	100%
Basic	80%	100%
Major	50%	60%
Ortho		50%

Rates	Delta Dental	Mutual of Omaha
Monthly Rate	\$4,606.10	\$5,124.61
Monthly Total	\$4,606.10	\$5,124.61

Employee Rates	Enrollment	Delta Dental	Mutual of Omaha
EE	59	\$2,537.00	\$2,822.56
EE & SPS	13	\$1,029.21	\$1,145.04
EE & CHILD	3	\$249.51	\$277.59
FAMILY	6	\$790.38	\$879.42
Monthly Total		\$4,606.10	\$5,124.61
Yearly Estimated Total		\$55,273.20	\$61,495.32

	2 year rate Guarantee	1 year rate Guarantee
EE	\$43.00	\$47.84
EE & SPS	\$79.17	\$88.08
EE & CHILD	\$83.17	\$92.53
FAMILY	\$131.73	\$146.57

(\$536.51)
 (\$6,222.32)



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City of Laurel
Vision Comparison

Carrier	PeakOne	Mutual of Omaha
Plan	Choice B 150	EyeMed
Office Visit Copay	\$10	\$10
Materials Copay	\$25	\$25
Frequency Exam/Lenses/Frames	12/12/24	12/12/24
Exam Lenses	100% After Copay 100% After Copay	\$0 Copay \$25 Copay
Frames	Up to \$150	Up to \$150
Contact Lenses	Up to \$150	Up to \$150
Notes		
Rates		
Monthly Rate	\$640.56	\$584.82
Monthly Total	\$640.56	\$584.82
Employee Rates	Enrollment	
EE	50	\$305.50
EE & SPS	7	\$98.28
EE & CHILD(REN)	4	\$62.24
FAMILY	5	\$118.80
Monthly Total	\$640.56	\$584.82
Yearly Estimated Total	\$7,686.72	\$7,017.84

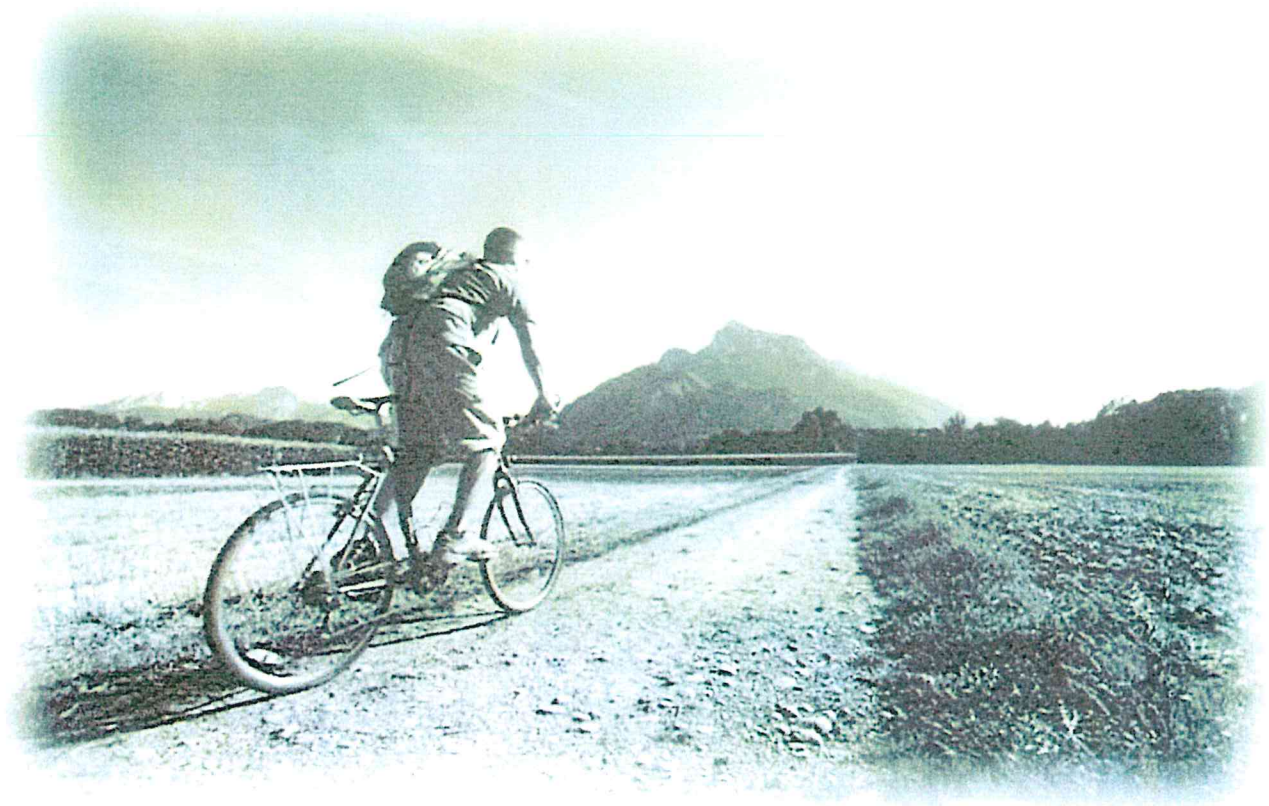
Savings - \$55.74
Total Savings - \$668.88

	2 year Rate Guarantee
EE	\$7.14
EE & SPS	\$14.29
EE & CHILD(REN)	\$15.32
FAMILY	\$24.45



JOINT POWER & TRUST

JPT is committed to providing employees of Montana and Wyoming public service agencies with cost-effective group health benefits plans.



Proposal for

City of Laurel

Effective Date: July 1, 2024

Prepared by EBMS on behalf of the JPT

The JPT is more than just a Benefits Provider



The Joint Powers Trust (JPT) is a non-profit health benefits trust. The JPT was founded in 1988 by a group of counties in Montana who sought long-range stability for health benefits coverage for employees and their dependents. Today, the JPT provides quality, comprehensive benefit offerings to more than 7,000 members throughout the region.

The Joint Powers Trust Advantage...

As a pool of various sized public entities, we have greater purchasing power to reduce costs and/or improve benefits

Local administration and service for your Plan participants

Flexible benefit design for medical, dental and vision

Significant discounts for health care services as a result of our successful negotiations with providers and hospitals

JPT participants will have 24/7 online access to claims data and other health care information through the myBenefits portal

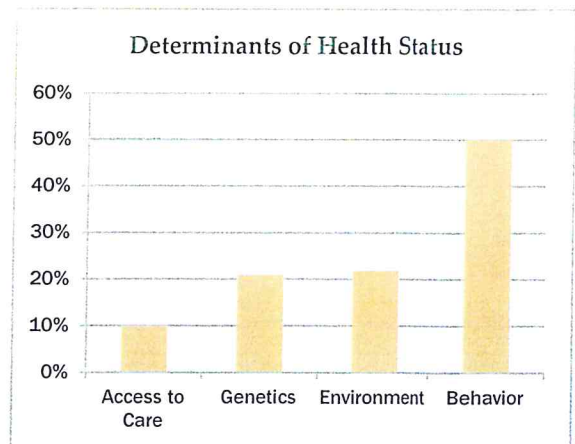
Local case management nurse to help with membership through treatment and to answer questions.

Biometric screening offerings through *MyWellness* and *It Starts With Me*.

- o If interested, contact JPT for more information and pricing.

More than just a benefits provider...

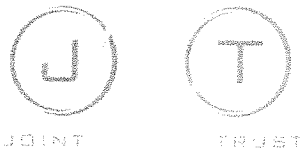
We understand the cost drivers of health care today and have responded with comprehensive quality benefit offerings which help our Plans – and their members – effectively mitigate rising health care costs. While the JPT provides benefit programs that focus on individuals who have been diagnosed with a chronic health condition or have been hospitalized for an illness, we are also concerned with providing programs which focus on preventive health strategies.



Source: Center for Disease Control and Prevention

The JPT and EBMS Advantage

The JPT and EBMS have been partners in providing comprehensive benefit plans to governmental and publicly funded entities for more than twenty-five years. The strategies utilized within this partnership have enabled the JPT to provide stable rates and continually improving services throughout this period. Below you will see some of the services that the JPT provides to all fully pooled groups through EBMS.



Thank you for the opportunity to review and issue a proposal for 2022. Listed below, please find the rates being proposed by the Joint Powers Trust. The next page contains a brief explanation of the requirements associated with this proposal.

Impact on Health Plan Costs

National health benefit plan costs continue to climb every year. Reasons for this increase include an aging population, swelling medical technology costs, growing hospital expenditures, rising prices and utilization of prescription drugs, poor lifestyle choices, and medical malpractice costs.

The Joint Powers Trust must fund this annual inflation in order to remain solvent and continue to pay claims. Historically, the JPT average rate increase has remained well below that of the national trend. The JPT combats these rising costs by acknowledging the biggest cost drivers, providing services such as the Wellness and Prevention initiatives managed by our partner, It Starts With Me, and aggressive hospital provider contracts to control them. There are also multiple care management programs in place that also help significantly in controlling costs.

Utilization Management/Case Management/Enhanced Case Management

Our integrated programs provide triggers that automatically refer cases that may benefit from the appropriate Care Management Program. Utilization Management deals with any inpatient admission. Case Management handles significant diagnoses that require a special level of management. Recently added is the Enhanced Case Management Program, which intervenes in cases that do not feed into the “normal” Case Management queue, in situations where a covered member may be heading toward catastrophic condition(s) and the resulting high dollar claims. The UM and CM Programs are URAC accredited through our partner, American Health Holdings.

Stabilize Your Risk Pool

All claims experience in excess of \$30,000 is fully pooled among the JPT groups. Therefore, your organization is less likely to be adversely affected by an employee with large claims. The pooling of experience ensures consistent rate adjustments and guards against the unpredictability that results when a plan stands alone. Without the benefit of pooled claims, groups tend to experience greater fluctuation in rates, where one year’s increase is incredibly high, but the next may be extremely low. The JPT also uses a fiscally sound approach to the proposal and renewal processes. The JPT does not use artificially low premium proposals in order to attract new business, nor are irresponsibly low renewals offered in order to retain business.

The JPT offers a reliable solution and long-term approach. The JPT offers very low overhead and administrative costs, thereby allowing the bulk of premiums to be applied towards claims payment.

Consolidated Appropriations Act/No Surprises Act (2022)

- ID Cards will have DED/OOP amounts included. Please let your membership know new ID cards will be sent out the month prior to your renewal.
- OON Balance billing – OON Emergency services, Air Ambulance, and non-network provider services at in network facilities are no longer allowed. If a member does receive a balance bill, please direct them to contact ELAP at the phone number on the EOB.
- Provider Directories – EBMS maintains the First Choice provider directories through the miBenefits platform. If a member has questions, they can call into our customer service center.



JOINT TRUST

Medical Plan Renewal	\$500 Ded	\$1000 Ded	\$3500	\$5000
	80/20	80/20	HDHP	HDHP
	\$2500 OOP	\$2500 OOP	100/0	100/0
	Proposal	Proposal	Proposal	Proposal
Single	\$841.72	\$807.67	\$638.45	\$561.83
Employee/Spouse	\$1,826.29	\$1,750.74	\$1,375.62	\$1,210.55
Employee/Child(ren)	\$1,319.29	\$1,265.11	\$995.25	\$875.82
Family	\$2,093.35	\$2,006.54	\$1,575.20	\$1,386.18
Medicare Retiree Single	\$462.95	\$444.22	\$351.15	\$309.01
Medicare Retiree 2 Party	\$1,004.46	\$962.90	\$756.59	\$665.80
Retiree 2 Party 1<1>65	\$1,304.67	\$1,251.89	\$989.59	\$870.84

	Dental		Buy up Vision	
	Mandatory	Voluntary		Proposal
Employee	\$ 29.93	\$ 37.60	Employee	\$5.90
Employee Spouse	\$ 59.86	\$ 75.19	Employee Spouse	\$13.75
Employee Children	\$ 62.86	\$ 78.95	Employee Children	\$14.87
Employee Family	\$ 89.79	\$ 112.78	Employee Family	\$25.17



Please note, the JPT quote offered above is an approximation of the current benefits.

The rates do include a base VSP vision exam benefit, and covered members can elect to purchase vision hardware benefits under the "buy-up" option.

*An additional \$1 in premium is assessed to Dental/Vision only members for COBRA tracking purposes.

**\$30 PEPM Commission included in rates.

***\$10k of Life/AD&D included in rates.

****Proposal includes a 2nd year maximum increase guarantee of no more than 8.5%

Please indicate your acceptance of the proposal by signing below.

David Waggoner

By

5/15/2024

Date

City of Laurel

Please send signed/dated proposal to your Agent or Broker, or to:

Maci Salazar, Relationship Manager

Email: Msalazar@ebms.com