

TOWN OF PARADISE VALLEY

Employee Health Insurance



Purpose of Presentation

- Introduction of Arizona Metropolitan Trust (AzMT)
- Approval of Resolution # accepting the Town's membership to the Trust



Strategic Decision

How the Town provides medical insurance to its Employees is an important strategic decision.
An opportunity exists for better coverage and better value to both employees and the Town.



Current Insurance

- Arizona Public Employers Health Pool (APEHP)
- Member since July 1, 2013
- 2 Plans – HDHP & PPO plan
- Contract directly with insurance companies for Dental, Vision, Life, ADD, Disability



Reasons for Change

- Obligation to the Town and to the Employees to Always Examine Current Services for Improvement
- Concerns with APEHP
 - Cost for both the Town and employees
 - Initially told last year that the premium increase was 3%, but was 5%
 - Rx Plan continues to change and remove drugs on Formulary list
 - Gap between the Deductible and Out of Pocket Max
 - Questions regarding competitiveness in relation to other municipalities



Arizona Metropolitan Trust - AzMT

- Self-insured employee benefits pool that provides health benefits and services to public entities
- 9 Members: 1)Avondale 2)Apache Junction 3)El Mirage 4)Fountain Hills 5)Maricopa 6)Pinal County 7)Youngtown, 8)Buckeye Valley Fire District 9)Sun City Fire District



Arizona Metropolitan Trust - AzMT

- More Choices – 4 Plans vs. 2 Plans
 1. High Deductible Health Plan (HDHP)
 2. PPO Plan
 3. PPO Buy-Up Plan
 4. EPO (Exclusive Provider Organization)
- Lower Deductibles and Lower Out of Pocket Maximums



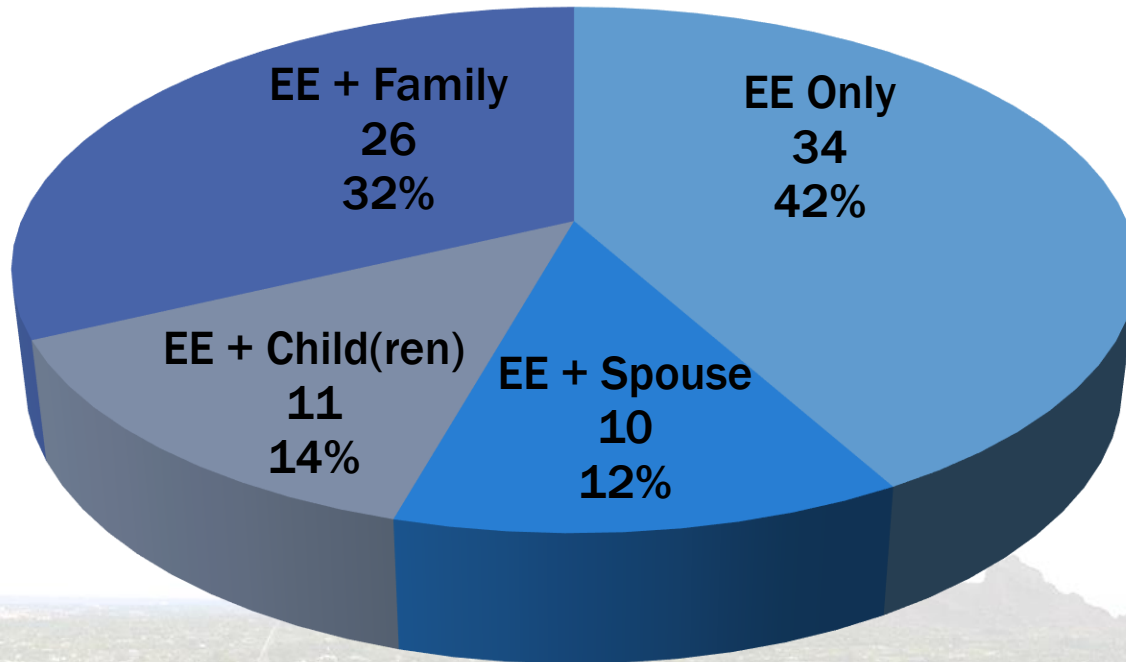
Arizona Metropolitan Trust - AzMT

- **Includes Dental, Vision, Life, ADD & Disability**
- **Enhanced Wellness Program** –Health Risk Assessments, Cardiac & Organ Screening, Health Education Programs, etc
- **TeleDoc** – 24/7/365 access to a doctor
- **Employee Assistance Program**
 - Up to 6 free sessions per issue
 - LawAccess – Legal and Financial Services by a lawyer or financial professional
 - SafeRide – Reimbursement for use of cab service instead of driving while impaired

Competitive – Attract and Retain



Coverage levels (81 employees)



Arizona Metropolitan Trust (AzMt)

- Estimated Town Savings Medical Insurance

Current vs. AzMt 2017-18 **Health Insurance Premiums**

Coverage Level	# Covered	Current	AzMt
Employee Only	34	\$286,338.08	\$263,024.24
Employee and Spouse	10	\$146,161.60	\$135,680.80
Employee and Children	11	\$154,600.16	\$142,403.36
Employee and Family	26	\$439,400.00	\$425,575.28
Current Annual Total		\$1,026,499.84	
AzMt Annual Total		\$966,683.68	
		\$59,816.16	



Arizona Metropolitan Trust (AzMt)

- Estimated Town Savings Dental Insurance

Current vs. AzMt 2017-18 **Dental Premiums**

Coverage Level	# Covered	Current	AzMt
Employee Only	34	\$15,508.08	\$14,488.08
Employee and Spouse	10		\$7,210.80
Employee and Children	11		\$8,735.76
Employee and Family	26	\$51,572.16	\$29,128.32
Current Annual Total		\$67,080.24	
AzMt Annual Total			\$59,562.96
Cost Savings:			\$7,517.28





Questions and Comments

