PERSONNEL AND POLICIES AD HOC COMMITTEE AGENDA

Called by: Chairman, Paul Arena
Members: Fred Wescott, Dave Kelley, John Butitta, Dorothy Redd, Angie Goral, Joe Hoffman

DATE: TUESDAY, OCTOBER 1, 2019
TIME: 5:30 PM
LOCATION: ROOM 303
COUNTY ADMINISTRATION BLDG
404 ELM STREET
ROCKFORD, IL 61101

AGENDA:

A. Call to Order

B. Roll Call

C. Public Comment – This is the time we invite the public to address the Personnel and Policies Ad Hoc Committee with issues and concerns. We ask you to limit your comments to three minutes. Personal attacks or inappropriate language of any sort will not be tolerated. We will allow a maximum of five speakers on a first come basis with sign up at the meeting. Speakers may not address zoning matters which are pending before the ZBA, the Zoning Committee or the County Board. Personnel matters or pending or threatened litigation may not be addressed in open session. An individual may speak a maximum of three times per calendar year on the same topic. This prohibition shall include the repetition of the same topic in a statement on what is purported to be a different topic. After acknowledgement by the chair, please stand and state your name. Thank you.

D. Structure of County Government in Illinois
Speakers: Mr. Kurt Thurmaier, Ph.D., Northern Illinois University
Mr. Greg Kuhn, Ph.D., Northern Illinois University
Mr. Adam Simon, J.D., Partner, Ancel Glink

E. Other Matters

F. Adjournment

Kurt Thurmaier, Ph.D.
Presidential Engagement Professor & Chair,
Department of Public Administration,
Founding Director, School of Public & Global Affairs
Northern Illinois University

Kurt Thurmaier received his B.A. and M.P.P.A. from the University of Wisconsin-Madison and his Ph.D. from the Maxwell School, Syracuse University. Dr. Thurmaier held assistant and associate professor positions at the University of Kansas before becoming MPA director at Iowa State University, 2002-2005. His research and teaching interests include budgetary decision making at the local and state levels in the U.S. and other countries, comparative public administration (especially fiscal decentralization), and intergovernmental relations (especially interlocal collaboration).

Kurt has served as a consultant and researcher with ICMA, HIID, and several local governments. He is a lifetime member of the American Society for Public Administration (ASPA), and has served as chair of the Association for Budgeting and Financial Management (ABFM). He is a member of the Government Finance Officers Association (including the Illinois Government Finance Officers Association), the International City/County Management Association (including the Illinois and Wisconsin associations), and has served as chapter president at KU, Iowa State, and NIU in their chapters of Phi Beta Delta, The National Honor Society for International Studies. Professor Thurmaier also leads a month-long study abroad course for graduate and undergraduate students to Musoma, Tanzania every other year to study the role of NGOs in developing countries. Some of his most recent work has focused on city-county consolidations and interlocal agreements among cities and counties, especially fiscal accountability in public management networks.

Professor Thurmaier is the author of a number of articles during his career including publications on inter-agency collaboration including:

Kurt Thurmaier, ed. Alternative Service Delivery: Readiness Check, ICMA Press (EBook), 2014.

Jack Meek and Kurt Thurmaier, eds., **Networked Governance: The Future of Intergovernmental Management**, CQ Press, 2011.

Suzanne Leland and Kurt Thurmaier, eds, **Case Studies in City-County Consolidation: Promises Made, Promises Kept?** Georgetown University Press, 2010.

Suzanne Leland and Kurt Thurmaier, eds, **Reshaping the Local Government Landscape: Case Studies of Local Government Consolidation**, M.E. Sharpe, 2004.

Suzanne Leland and Kurt Thurmaier, "Political and Functional Local Government Consolidation: The Challenges for Core Public Administration Values and Regional Reform," **American Review of Public Administration** 44 (4) 2014: 29S-46S.

Greg Kuhn, Ph.D.,
Assistant Director, Public Management and Training
NIU Center for Governmental Studies
Adjunct Instructor, Department of Public Administration
Northern Illinois University

Dr. Kuhn leads the Center for Governmental Studies' public management and training team. The team focuses on research and direct assistance to local governments including municipalities, counties, special districts and civic non-profits. Dr. Kuhn conducts research, teaches and consults to governmental units in Illinois and across the Midwest. Greg is a former village manager who completed his doctoral studies mid-career with emphases in Public Administration, Organization Development, and Public Policy at Northern Illinois University. He earned his MPA Degree at NIU as well, and his BA in Political Science at Marquette University in Milwaukee. Greg served as Village Manager in Clarendon Hills, Illinois and Asst. to the Manager in Skokie. Greg has also provided organizational and leadership services to governments on a consulting basis as Director of Local Government Management Services at Sikich, LLP., Managing Vice-President of the PAR Group, and Senior Associate in Governmental Services at Korn-Ferry International.

Greg has led or conducted over 200 studies and projects for governments and agencies across Illinois, the midwest and nationally. He teaches a variety of public administration courses at both NIU and Northwestern including graduate courses in strategic planning, local government, leadership, public policy, human resources, and inter-governmental relations. In total, Dr. Kuhn has over 37 years of public management experience as an administrator, consultant, researcher and instructor and is a specialist in strategic planning, organizational development and design, governance, and training. Greg is regularly joined by other senior members of the Center for Governmental Studies and the University in the execution of the exercises, studies and data gathering projects and initiatives he conducts.

Adam B. Simon, J.D.
Partner, Ancel Glink

Chicago Office
140 S. Dearborn Street
Chicago, IL 60603

North Suburban Office
175 E. Hawthorn Parkway
Vernon Hills, IL 60061

Adam's practice focuses on a variety of areas of local government law, including public finance, zoning and economic development, real estate law, and telecommunications. Adam has served as corporation counsel to more than a dozen local governments throughout Illinois.

Adam combines his experience in economic development and public finance to counsel municipalities on public private partnerships which leverage public financing and private investment to create new public improvements and enhance economic development opportunities. He has helped to organize special service areas, business redevelopment districts and tax increment financing (TIF) districts.

With respect to general public finance, Adam has presented seminars and counsels the firm's clients on the preparation and calculation of the annual tax levy, preparation of the annual budget ordinance and cooperates with independent financial advisors to create capital expenditure plans. Adam serves as issuer's counsel for the sale of general obligation, revenue and alternate revenue bonds. He has also counseled a number of clients on successful referendum campaigns related to capital improvements and increases in the limiting rate and debt service extension base.

Adam counsels the firm's clients on cellular zoning and ground leases, right-of-way management and franchising. More recently, Adam has developed materials for our clients related to the regulation and siting of solar farms and community solar projects.

Practice Areas

Local Government
Park Districts
Land Use
Elections

Education
J.D., Georgetown University Law Center
B.S., Washington University in St. Louis

Bar & Court Admissions
Illinois
Northern District of Illinois

Memberships
International Council of Shopping Centers
Illinois City/County Management Association
Illinois NATOA
Lake County Bar

FINANCE COMMITTEE
AGENDA

Called by: Chairman, Jaime Salgado
Joe Hoffman, Burt Gerl, Dave Boomer, Dave Fiduccia, Steve Schultz, Keith McDonald

DATE: THURSDAY, OCTOBER 3, 2019
TIME: 5:30 PM
LOCATION: ROOM 510
COUNTY ADMINISTRATION BLDG
404 ELM STREET
ROCKFORD, IL 61101

AGENDA:

A. Call to Order

B. Roll Call

C. Public Comment – This is the time we invite the public to address the Finance Committee with issues and concerns. We ask you to limit your comments to three minutes. Personal attacks or inappropriate language of any sort will not be tolerated. We will allow a maximum of five speakers on a first come basis with sign up at the meeting. Speakers may not address zoning matters which are pending before the ZBA, the Zoning Committee or the County Board. Personnel matters or pending or threatened litigation may not be addressed in open session. An individual may speak a maximum of three times per calendar year on the same topic. This prohibition shall include the repetition of the same topic in a statement on what is purported to be a different topic. After acknowledgement by the chair, please stand and state your name. Thank you.

D. Reporting on Attorney Fees – States Attorney's Office

E. Closed Session – Pending Litigation

F. Other Matters

G. Adjournment

REVISED
PERSONNEL AND POLICIES COMMITTEE
AGENDA

Called by: Chairman, Dave Fiduccia
Dave Boomer, Jim Webster, Joe Hoffman, Angie Goral, Dorothy Redd, Dave Kelley

DATE: THURSDAY, OCTOBER 3, 2019
TIME: IMMEDIATELY FOLLOWING FINANCE COMMITTEE MEETING AT 5:30 PM
LOCATION: ROOM 510
COUNTY ADMINISTRATION BLDG
404 ELM STREET
ROCKFORD, IL 61101

AGENDA:

A. Call to Order

B. Roll Call

C. Approval of April 18 and May 9, 2019 Minutes

D. Public Comment – This is the time we invite the public to address the Personnel and Policies Committee with issues and concerns. We ask you to limit your comments to three minutes. Personal attacks or inappropriate language of any sort will not be tolerated. We will allow a maximum of five speakers on a first come basis with sign up at the meeting. Speakers may not address zoning matters which are pending before the ZBA, the Zoning Committee or the County Board. Personnel matters or pending or threatened litigation may not be addressed in open session. An individual may speak a maximum of three times per calendar year on the same topic. This prohibition shall include the repetition of the same topic in a statement on what is purported to be a different topic. After acknowledgement by the chair, please stand and state your name. Thank you.

E. Resolution Authorizing the Execution of an Agreement with Amwins Group Benefits for the Administration of a Medicare Supplement Insurance Plan Offered to the Over 65 Retirees

F. Resolution Authorizing the Execution of an Agreement with Amwins Group Benefits for Pharmaceutical Services for Medicare Supplement Over 65 Retirees

G. Resolution Authorizing the Execution of a Renewal Agreement with Blue Cross Blue Shield for the Administration of a Self-Insured POS and PPO Insurance Plan

H. Resolution Authorizing the Execution of a Renewal Agreement with Northern Illinois Health Plan (NIHP) for Third Party Administrator Benefits Administration for a Self-Insured POS and PPO Insurance Plan

I. Other Matters

J. Adjournment

County Board: October 10, 2019

RESOLUTION
of the
COUNTY BOARD OF THE COUNTY OF WINNEBAGO, ILLINOIS

Sponsored by: David Fiduccia
Submitted by: Personnel and Policies Committee

2019 CR

RESOLUTION AUTHORIZING THE EXECUTION OF AN AGREEMENT WITH AMWINS GROUP BENEFITS FOR THE ADMINISTRATION OF A MEDICARE SUPPLEMENT INSURANCE PLAN OFFERED TO THE OVER AGE 65 RETIREES

WHEREAS, the County of Winnebago, Illinois, offers a fully-insured Medicare supplement insurance plan to retirees; and,

WHEREAS, the County of Winnebago has offered a fully-insured Medicare supplement insurance plan to the retirees through AmWins during 2019; and

WHEREAS, the County's Benefit Consultant recommends continuation of the Medicare supplement insurance plan through AmWINS Group Benefits; and,

WHEREAS, AmWINS Group Benefits has proposed the following rates to Winnebago County for the Medicare supplement insurance plan in 2020:

$262.80 per retiree per month

This is a 3% increase from 2019 rates.
Retirees that elect this plan pay the full cost of the plan and fees.

WHEREAS, the Personnel and Policies Committee of the County Board for the County of Winnebago, Illinois has reviewed the renewal and recommends that the County Board authorize execution of an agreement with AmWINS Group Benefits for the Medicare supplement insurance plan for retirees for the year January 1, 2020 through December 31, 2020.

NOW, THEREFORE BE IT RESOLVED, by the County Board of the County of Winnebago, Illinois that the Winnebago County Board Chairman is hereby authorized to execute an agreement with AmWINS Group Benefits, 10 S. LaSalle Street, Suite 3200, Chicago, IL 60603 for the Medicare supplement insurance plan for Winnebago County retirees.

BE IT FURTHER RESOLVED that this Resolution shall be in full force and effective immediately upon its adoption and the Clerk of the County Board is hereby authorized to prepare and deliver certified copies of this Resolution to the Director of Purchasing, Director of Human Resources and the County Auditor.

Respectfully Submitted,
PERSONNEL AND POLICIES COMMITTEE

AGREE	**DISAGREE**
DAVID FIDUCCIA, CHAIRMAN	DAVID FIDUCCIA, CHAIRMAN
DAVID BOOMER	DAVID BOOMER
ANGIE GORAL	ANGIE GORAL
JOE HOFFMAN	JOE HOFFMAN
DAVID KELLEY	DAVID KELLEY
DOROTHY REDD	DOROTHY REDD
JIM WEBSTER	JIM WEBSTER

The above and foregoing Resolution was adopted by the County Board of the County of Winnebago, Illinois this _____day of _____2019.

FRANK HANEY
CHAIRMAN OF THE COUNTY BOARD
OF THE COUNTY OF WINNEBAGO, ILLINOIS

ATTESTED BY:

LORI GUMMOW
CLERK OF THE COUNTY BOARD
OF THE COUNTY OF WINNEBAGO, ILLINOIS

ON YOUR TEAM.

2020 Renewal Summary:

Winnebago County

AmWINS Group Benefits

PRESENTED BY:
Justin Goodwin
Vice President, AmWINS Group Benefits
10 S. LaSalle St., Ste. 1400
Chicago, IL 60603

T 312.601.9396
F 312.601.9301

Winnebago County
2020 Retiree Medical & Rx Plan Renewal

Renewal Summary

We are pleased to provide the 2020 Group Retiree Medical Program Renewal for Winnebago County. Other than the annual Medicare deductible and co-insurance adjustments for Parts A, B, and D, the plan designs will remain unchanged for 2020.

As always, AmWINS Group Benefits will continue to provide our extensive administrative services including:

- Eligibility Management
- Annual and Monthly Enrollments
- Retiree Communications
- Customer Service
- Program Administration
- Billing and Collection of Premiums
- Retiree Specialty Contact Center
- Ongoing Retiree Advocacy and Support

Medical Plan

Underwritten by Transamerica Premier Life Insurance Company

Effective January 1, 2020 – December 31, 2020

	2019	2020	% Increase	# of Lives
Medical Plan	$255.15	$262.80	3.00%	31

Members of FL (1) are subject to state-mandated benefits and rates.

Prescription Drug Plan

Underwritten by Express Scripts Insurance Company

Effective January 1, 2020 – December 31, 2020

	2019	2020	% Increase	# of Lives
Part D Drug Plan	$176.40	$184.16	4.40%	31

Combined Medical Plan & Prescription Drug Plan

	2019	2020	% Increase	# of Lives
Medical with RX	$441.55	$446.96	3.57%	31

Amounts are inclusive of all administration services provided by AmWINS Group Benefits, Inc., a division of AmWINS Group, Inc.

Winnebago County
2020 Retiree Medical & Rx Plan Renewal

Retiree Program Plan Designs

Medical Plan – 2020 Renewal

Underwritten by Transamerica Premier Life Insurance Company

Deductible *	$0.00
Coinsurance	0.00%
Total OOP Max **	$0.00
Lifetime Benefit Max	Unlimited

* Part B Deductible (2019: $185.00)
** Includes Calendar Year Deductible

Prescription Drug Plan – 2020 Renewal

Underwritten by Express Scripts Insurance Company

2020	*(30 Day Retail)***
Calendar Year Deductible:	$0
Tier 1: Preferred Generic	$5
Tier 2: Generic	$10
Tier 3: Preferred Brand	$25
Tier 4: Brand	$60
Tier 5: Specialty	33%
Coverage in the Gap*	Same copay schedule as above
OOP over $6,350	Greater of 5% of the cost of the drug or co-pay of $3.60 for Generics for $8.95 for Brands

**One month (30 day) supply at an in-network preferred pharmacy; three month (90 day) supply at an in-network preferred pharmacy is three times the 30 day copay and mail order is two times the 30 day copay.

*After your total yearly drug costs reach $4,020, you will pay the same co-payment schedule as noted above. The co-payments shown already include the manufacturer discounts on brand name drugs provided by the Medicare Coverage Gap Discount Program.

Winnebago County
2020 Retiree Medical & Rx Plan Renewal

Group Retiree Program Renewal Acceptance 2020

Please review and confirm the 2020 subsidy and billing summary. Please return the signed electronic copy to ***ashley.fairley@amwins.com***

Subsidy Summary:

2019 Subsidy	2020 Subsidy *(please provide)*
N/A	N/A

Billing Modes:

2019 Billing Modes	2020 Billing Modes *(please provide)*
List Bill	List Bill

Please confirm 2020 Carrier Option:

Transamerica *Medical*	Express Scripts *Rx*
☐	☐

Please be advised, we have reviewed the proposed plans, rates, subsidy levels, billing modes and communications and authorize AmWINS to mail these renewal communications to our retirees, advising them of the 2020 changes.

(Please check box below to approve)

X *This attests that all retirees, and/or their Medicare-eligible dependents, enrolling in Group Sponsored Medicare Part D plan for the upcoming plan year were covered under prior medical and prescription drug coverage through our employer-sponsored group plan. This prescription drug coverage was deemed as creditable coverage, being equal to or better than Medicare Part D coverage. This attestation also applies to all eligible retirees, and/or their Medicare-eligible dependents, enrolling in the plan throughout the 2020 plan year.*

_____

Print Name

_____

Print Title

_____

Signature Date

AmWINS Group Benefits

AmWINS
Group Benefits
50 Whitecap Drive
North Kingstown, RI 02852

September 23, 2020

Dear Winnebago County Retiree:

We are pleased to provide you with information regarding your 2020 Retiree Medical and Prescription Drug Plans sponsored by Winnebago County. Please review this year's policy renewal, which will take effect **January 1, 2020**.

The only changes you will see to the design of your Retiree Medical and Prescription Drug Plan for 2020 are those mandated by Medicare each year. Those may include changes to the annual deductible, coinsurance adjustments to Parts A, B, and D, and any program changes made by Medicare. You will receive updated plan information directly from Express Scripts before January 1.

Your 2020 monthly costs will continue to be paid by Winnebago County. Coverage will automatically renew on January 1, 2020, and there is no further action required on your part. Please continue to use your current ID cards.

There is no action required of you at this time if you would like to continue your employer group coverage. If you have any questions, please call the AmWINS Group Benefits Customer Care Center toll-free at 1-888-883-3757, Monday through Friday, 8:00 AM to 8:00 PM (EST).

Sincerely,

AmWINS Customer Care Center

2167244

County Board: October 10, 2019

RESOLUTION
of the
COUNTY BOARD OF THE COUNTY OF WINNEBAGO, ILLINOIS

Sponsored by: David Fiduccia
Submitted by: Personnel and Policies Committee

2019 CR

RESOLUTION AUTHORIZING THE EXECUTION OF AN AGREEMENT WITH AMWINS GROUP BENEFITS FOR A MEDICARE PART D DRUG PLAN OFFERED TO THE OVER AGE 65 RETIREES

WHEREAS, the County of Winnebago, Illinois, offers a fully-insured Medicare Part D Drug Plan to retirees; and,

WHEREAS, the County of Winnebago has offered a fully-insured Medicare Part D Drug Plan to the retirees through AmWins during 2019; and

WHEREAS, the County's Benefit Consultant recommends continuation of the Medicare Part D Drug Plan through AmWINS Group Benefits; and,

WHEREAS, AmWINS Group Benefits has proposed the following rates to Winnebago County for the Medicare Part D Drug Plan in 2020:

$184.16 per retiree per month

This is a 4.40% increase from 2019 rates.
Retirees that elect this plan pay the full cost of the plan and fees.

WHEREAS, the Personnel and Policies Committee of the County Board for the County of Winnebago, Illinois has reviewed the renewal and recommends that the County Board authorize execution of an agreement with AmWINS Group Benefits for the Medicare Part D Drug Plan for retirees for the year January 1, 2020 through December 31, 2020.

NOW, THEREFORE BE IT RESOLVED, by the County Board of the County of Winnebago, Illinois that the Winnebago County Board Chairman is hereby authorized to execute an agreement with AmWINS Group Benefits, 10 S. LaSalle Street, Suite 3200, Chicago, IL 60603 for the Medicare pharmacy supplement plan for Winnebago County retirees.

BE IT FURTHER RESOLVED that this Resolution shall be in full force and effective immediately upon its adoption and the Clerk of the County Board is hereby authorized to prepare and deliver certified copies of this Resolution to the Director of Purchasing, Director of Human Resources and the County Auditor.

Respectfully Submitted,
PERSONNEL AND POLICIES COMMITTEE

AGREE	**DISAGREE**
DAVID FIDUCCIA, CHAIRMAN	DAVID FIDUCCIA, CHAIRMAN
DAVID BOOMER	DAVID BOOMER
ANGIE GORAL	ANGIE GORAL
JOE HOFFMAN	JOE HOFFMAN
DAVID KELLEY	DAVID KELLEY
DOROTHY REDD	DOROTHY REDD
JIM WEBSTER	JIM WEBSTER

The above and foregoing Resolution was adopted by the County Board of the County of Winnebago, Illinois this _____day of _____2019.

FRANK HANEY
CHAIRMAN OF THE COUNTY BOARD
OF THE COUNTY OF WINNEBAGO, ILLINOIS

ATTESTED BY:

LORI GUMMOW
CLERK OF THE COUNTY BOARD
OF THE COUNTY OF WINNEBAGO, ILLINOIS

County Board: OCTOBER 10, 2019

RESOLUTION
of the
COUNTY BOARD OF THE COUNTY OF WINNEBAGO, ILLINOIS

Sponsored by: David Fiduccia
Submitted by: Personnel and Policies Committee

2019 CR

RESOLUTION AUTHORIZING THE EXECUTION OF A RENEWAL AGREEMENT WITH BLUE CROSS SHIELD FOR THE ADMINISTRATION OF A SELF-INSURED PPO AND POS INSURANCE PLANS

WHEREAS, the County of Winnebago, Illinois, offers a to its' employees the option of participating in a self-funded Preferred Provider Organization plan (PPO) or a Point Of Service plan (POS); and,

WHEREAS, the County of Winnebago has offered the PPO plan administered by Blue Cross Blue Shield to employees during 2019; and

WHEREAS, the County's Benefit Consultant recommends continuation of the PPO plan administered by Blue Cross Blue Shield and the addition of a POS plan; and,

WHEREAS, Blue Cross Blue Shield has proposed the following rates to Winnebago County for the administration of the POS/PPO plans in 2020 not to exceed:

$46.28 per employee per month
This is a 14.89% DECREASE from 2019 rates.
BCBS is providing a $90,000 transition credit.

WHEREAS, the Personnel and Policies Committee of the County Board for the County of Winnebago, Illinois has reviewed the renewal and recommends that the County Board authorize execution of an agreement with Blue Cross Blue Shield for the administration of the POS/PPO plans for the year January 1, 2020 through December 31, 2020.

NOW, THEREFORE BE IT RESOLVED, by the County Board of the County of Winnebago, Illinois that the Winnebago County Board Chairman is hereby authorized to execute an agreement with Blue Cross Blue Shield of Illinois, 2787 McFarland Road, Rockford, IL 61107 for administration of the POS/PPO plans.

BE IT FURTHER RESOLVED that this Resolution shall be in full force and effective immediately upon its adoption and the Clerk of the County Board is hereby authorized to prepare and deliver certified copies of this Resolution to the Director of Purchasing, Director of Human Resources and the County Auditor.

Respectfully Submitted,
PERSONNEL AND POLICIES COMMITTEE

AGREE	**DISAGREE**
DAVID FIDUCCIA, CHAIRMAN	DAVID FIDUCCIA, CHAIRMAN
DAVID BOOMER	DAVID BOOMER
ANGIE GORAL	ANGIE GORAL
JOE HOFFMAN	JOE HOFFMAN
DAVID KELLEY	DAVID KELLEY
DOROTHY REDD	DOROTHY REDD
JIM WEBSTER	JIM WEBSTER

The above and foregoing Resolution was adopted by the County Board of the County of Winnebago, Illinois this _____day of _____2019.

FRANK HANEY
CHAIRMAN OF THE COUNTY BOARD
OF THE COUNTY OF WINNEBAGO, ILLINOIS

ATTESTED BY:

LORI GUMMOW
CLERK OF THE COUNTY BOARD
OF THE COUNTY OF WINNEBAGO, ILLINOIS

BlueCross BlueShield of Illinois

07/11/2019

Winnebago County

ASO Projection
for the period
January 1, 2020 - December 31, 2020

1/1/2020 ASO Renewal - Add On - REV SL Fee

Presented by:

Jacob Hoffman

A Division of Health Care Service Corporation, a Mutual Legal Reserve Company,
an Independent Licensee of the Blue Cross and Blue Shield Association

BlueCross BlueShield of Illinois

Winnebago County

ASO Projection
January 1, 2020 - December 31, 2020
1/1/2020 ASO Renewal - Add On - REV SL Fee

Affordable Care Act (ACA) Disclaimer

If your existing group health plan or group health insurance coverage (each "plan") was in effect on March 23, 2010, it may be a "grandfathered health plan" as that term is " defined in the Affordable Care Act and related regulations (currently 75 Fed. Reg. 34538). "

Federal regulations have been published regarding the maintenance and loss of grandfathered health plan status. We encourage you to confer with your own legal counsel to determine what benefit changes or other events may cause the loss of grandfathered health plan status and to evaluate the benefit options that are most suitable for you.

The following proposed benefit programs are not considered "grandfathered health plans".

BlueCross BlueShield of Illinois

Winnebago County

ASO Projection
January 1, 2020 - December 31, 2020
1/1/2020 ASO Renewal - Add On - REV SL Fee

CLAIM PROJECTION

Please refer to the ACA Disclaimer regarding benefits and final pricing.

P50502	MEDICAL	
	Prior	Current
	06/17-05/18	06/18-05/19
Net Paid Claims	$5,466,839	$4,720,652
Remove Large Claims	$0	$0
Number of Large Claims	0	0
Adjusted Net Paid Claims	$5,466,839	$4,720,652
Exposures	4,919	4,444
Average Claim Value (ACV) Per Contract Per Month (PCPM)	$1,111.37	$1,062.25
Annual Trend Rate	4.7%	5.1%
Trend Months (midpoint method)	31.0	19.0
Trend Factor	12.6%	8.2%
Trended ACV PCPM	$1,251.40	$1,149.35
Historical Plan Change Adjustment	0.00%	0.00%
Enrollment Shift Adjustment	0.00%	0.00%
Demographic Adjustment	1.46%	1.38%
Adjusted ACV PCPM	$1,269.67	$1,165.21
Non-Pooled Large Claims PCPM	$0.00	$0.00
Projected ACV PCPM by Period	$1,269.67	$1,165.21
Experience Period Weighting	0%	100%
	Immature	Mature
Blended Experience ACV PCPM		$1,165.21
Manual ACV PCPM		$893.24
Credibility		100%
Total Projected ACV PCPM		$1,165.21
Projected Plan Change Adjustment		0.00%
Total Projected ACV PCPM with Projected Plan Changes		$1,165.21
Stop Loss Alternate Level Adjustment		1.0000
Adjusted Projected ACV PCPM with Projected Plan Changes		$1,165.21
Projected Enrollment		369
Number of Months in Policy Period		12
Projected Net Paid Claims		$5,159,550
Projected Facility Network Savings		($5,333,769)
Projected Physician Savings		($2,184,433)
Total Projected Savings		($7,518,202)
Projected Blue Card Network Savings		($723,677)
Total Projected Network Savings		($8,241,879)
Projected Network Savings % of Total Gross Medical Clms		(61.5%)
Projected Gross Medical & Rx Claims		$13,401,429

BlueCross BlueShield of Illinois

Winnebago County

ASO Projection
January 1, 2020 - December 31, 2020
1/1/2020 ASO Renewal - Add On - REV SL Fee

CLAIM PROJECTION

Please refer to the ACA Disclaimer regarding benefits and final pricing.

Add On		MEDICAL	
		Prior	Current
		05/17-04/18	05/18-04/19
Net Paid Claims		$8,521,984	$8,597,797
Cost of Care Adjustment	10.0%	$852,198	$859,780
Remove Large Claims		$0	$0
Number of Large Claims		0	0
Adjusted Net Paid Claims		$7,669,786	$7,738,017
Exposures		8,515	7,729
Average Claim Value (ACV) Per Contract Per Month (PCPM)		$900.74	$1,001.17
Annual Trend Rate		4.6%	5.0%
Trend Months (midpoint method)		32.0	20.0
Trend Factor		12.8%	8.5%
Trended ACV PCPM		$1,016.03	$1,086.27
Historical Plan Change Adjustment		-2.38%	-1.82%
Enrollment Shift Adjustment		0.00%	0.00%
Demographic Adjustment		-0.04%	1.07%
Adjusted ACV PCPM		$991.45	$1,077.91
Non-Pooled Large Claims PCPM		$0.00	$0.00
Projected ACV PCPM by Period		$991.45	$1,077.91
Experience Period Weighting		0%	100%
		Immature	Mature
Blended Experience ACV PCPM			$1,077.91
Manual ACV PCPM			$960.88
Credibility			100%
Total Projected ACV PCPM			$1,077.91
Projected Plan Change Adjustment			0.00%
Total Projected ACV PCPM with Projected Plan Changes			$1,077.91
Stop Loss Alternate Level Adjustment			1.0000
Adjusted Projected ACV PCPM with Projected Plan Changes		$980.90	$1,077.91
Projected Enrollment		649	649
Number of Months in Policy Period		12	12
Projected Net Paid Claims		$7,639,249	$8,394,763
Projected Facility Network Savings		($5,768,769)	($6,339,295)
Projected Physician Savings		($3,723,478)	($4,091,727)
Total Projected Savings		($9,492,247)	($10,431,022)
Projected Blue Card Network Savings		($349,622)	($384,200)
Total Projected Network Savings		($9,841,869)	($10,815,222)
Projected Network Savings % of Total Gross Medical Clms		(56.3%)	(56.3%)
Projected Gross Medical & Rx Claims		$17,481,118	$19,209,985
01/01/2019 Hist. Chg $250 to $500 ded EPO		-2.38%	-1.82%
Total Historical Benefit Adjustments		-2.38%	-1.82%

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BlueCross BlueShield of Illinois

Winnebago County

ASO Projection
for the period
January 1, 2020 - December 31, 2020
1/1/2020 ASO Renewal - Add On - REV SL Fee

TOTAL PROJECTED COST BY PRODUCT

Please refer to the ACA Disclaimer regarding benefits and final pricing.

PROPOSAL

	PPO			
	Immature		Illustrative Mature	
	Fee	Total Cost	Fee	Total Cost
Projected Net Paid Claims		$7,639,249		$8,394,763
Illinois Facility Access Fee(% of ADPs)	0.78%	$44,996	0.78%	$49,447
Administration Fee	$45.88	$357,313	$46.28	$360,429
Stoploss Accommodation Fee	$0.50	$3,894	$0.50	$3,894
Total Projected Cost		$8,045,452		$8,808,533

BlueCross BlueShield of Illinois

Winnebago County

ASO Projection
for the period
January 1, 2020 - December 31, 2020
1/1/2020 ASO Renewal - Add On - REV SL Fee

TOTAL PROJECTED COST BY PRODUCT

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RENEWAL

	PPO			
	Immature		Illustrative Mature	
	Fee	Total Cost	Fee	Total Cost
Projected Net Paid Claims		$5,159,550		$5,159,550
Illinois Facility Access Fee(% of ADPs)	0.78%	$41,603	0.78%	$41,603
Administration Fee	$45.88	$203,157	$46.28	$204,928
Stoploss Accommodation Fee	$0.50	$2,214	$0.50	$2,214
Additional Services Annual Charge		$2,000		$2,000
Total Projected Cost		$5,408,524		$5,410,295

BlueCross BlueShield of Illinois

Winnebago County

ASO Projection
for the period
January 1, 2020 - December 31, 2020
1/1/2020 ASO Renewal - Add On - REV SL Fee

FEE COMPARISON (BY PRODUCT)

Please refer to the ACA Disclaimer regarding benefits and final pricing.

Illustrative Mature	PPO
	Renewal
Projected Enrollment	1,018
Single	483
Family	535
Illinois Access Fee	0.78%
Administration Fee	$46.28
Stoploss Accommodation Fee	$0.50
Net Administration Fee PCPM	$46.78
Additional Services Annual Charge	$2,000.00
Total Fixed Costs PCPM	$46.94
Projected Average Claim Value PCPM	$1,117.01
Total Projected Costs PCPM	$1,163.95

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Winnebago County

ASO Projection
for the period
January 1, 2020 - December 31, 2020
1/1/2020 ASO Renewal - Add On - REV SL Fee

FEE COMPARISON (BY PRODUCT)

Please refer to the ACA Disclaimer regarding benefits and final pricing.

Immature	PPO
	Projected Immature
Projected Enrollment	1,018
Single	483
Family	535
Illinois Access Fee	0.78%
Administration Fee	$45.88
Stoploss Accommodation Fee	$0.50
Net Administration Fee PCPM	$46.38
Total Fixed Costs PCPM	$46.54
Projected Average Claim Value PCPM	$1,054.80
Total Projected Costs PCPM	$1,101.34

BlueCross BlueShield of Illinois

Winnebago County

ASO Projection
January 1, 2020 - December 31, 2020
1/1/2020 ASO Renewal - Add On - REV SL Fee

Demographic Adjustment

Please refer to the ACA Disclaimer regarding benefits and final pricing.

P50502

MEDICAL	Relative Cost Factors	Prior Period Contracts	Prior Period Relative Cost	Current Period Contracts	Current Period Relative Cost	Projected Contracts	Projected Relative Cost
Non-Medicare							
Single Contracts	1.00	217	217	199	199	196	196
Family Contracts	2.64	190	501	169	446	171	451
Medicare							
Single Contracts	0.60	2	1	1	1	1	1
Family Contracts	1.20	1	1	1	1	1	1
Total		**410**	**720**	**370**	**647**	**369**	**649**
A. Projected Contracts vs. Experience Period		-10.00%		-0.27%			
B. Projected Cost vs. Experience Period			-9.86%		0.31%		
C. Dependent Ratio Adjustment			**0.16%**		**0.58%**		
C = ((1+B)/(1+A)) - 1							
D. Aging/Leveraging Adjustment			**1.30%**		**0.80%**		
E. Demographic Adjustment			**1.46%**		**1.38%**		

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Winnebago County

ASO Projection
January 1, 2020 - December 31, 2020
1/1/2020 ASO Renewal - Add On - REV SL Fee

Demographic Adjustment

Please refer to the ACA Disclaimer regarding benefits and final pricing.

Add On

MEDICAL	Relative Cost Factors	Prior Period Contracts	Prior Period Relative Cost	Current Period Contracts	Current Period Relative Cost	Projected Contracts	Projected Relative Cost
Non-Medicare							
Single Contracts	1.00	304	304	288	288	281	281
Family Contracts	2.67	405	1,082	356	951	362	967
Medicare							
Single Contracts	0.60	0	0	0	0	5	3
Family Contracts	1.20	0	0	0	0	1	1
Total		**709**	**1,386**	**644**	**1,239**	**649**	**1,252**
A. Projected Contracts vs. Experience Period		-8.46%		0.78%			
B. Projected Cost vs. Experience Period			-9.67%		1.05%		
C. Dependent Ratio Adjustment			**-1.32%**		**0.27%**		
C = ((1+B)/(1+A)) - 1							
D. Aging/Leveraging Adjustment			**1.30%**		**0.80%**		
E. Demographic Adjustment			**-0.04%**		**1.07%**		

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Winnebago County

ASO Projection
January 1, 2020 - December 31, 2020
1/1/2020 ASO Renewal - Add On - REV SL Fee

CONDITIONS AND CAVEATS

Please refer to the ACA Disclaimer regarding benefits and final pricing.

Notwithstanding anything in the renewal or Proposal to the contrary, BCBSIL reserves the right to revise or withdraw our offer, or to change our administrative fees (and/or pass-through amounts) at any time before or during the contract period (all of which may be estimates, allocated or pro-rated amounts) if any local, state or federal legislation, regulation, rule or guidance (or amendments or clarifications thereto) is enacted or becomes effective/implemented, which would increase projected claim costs or BCBSIL's expenses or cost of plan administration, or would otherwise require BCBSIL to pay, submit or forward, on its own behalf or on the Employer Group's behalf, any additional tax, surcharge, fee, or other amount.

NOTICE: ACA provided for the establishment of a temporary reinsurance program(s) for a three (3) year period (2014-2016), which is funded by reinsurance contributions ("Reinsurance Fees") collected from health insurance issuers and self-funded group health plans, beginning in 2014. Information as to how these fees are calculated is provided by federal and state governments. Federal regulations establish a flat, per member, per month fee.

ACA also provides that self-funded plan sponsors are responsible for the Reinsurance Fee. BCBSIL will not assist in the remittance of those fees to the federal government; however, upon request, we can make available to our self-funded/ASO customers, existing data and information that may be helpful in determining, reporting on, and remitting their Reinsurance Fee amounts.

As part of the pre-sale, sales, negotiation and implementation processes, Blue Cross and Blue Shield of Illinois will perform a review of the employer's health benefits strategies. Included in this review will be assessments of whether the employer's strategy requires any customization that may lead to additional fees and charges.

Throughout this process, items may be discovered that warrant review in more detail when assessing the full scope of the employer's benefits strategies. With that in mind, there are specific services that may require the employer pay additional fees and charges, depending on the level of customization. These services include, but are not limited to: custom plan designs and benefits, third party vendor arrangements, file transfers for import or export of data, ad hoc reporting and analytics and custom processes, adjudication workflows and services.

This quote is being provided for the period indicated above.

This quote expires as of the effective date indicated above.

This quote is not a guarantee of issuance.

This quote assumes that HCSC will be the exclusive insurance carrier for medical coverages.

Non-standard benefits are subject to e-review and approval.

The minimum participation requirement is 75% without waivers and 50% with valid waivers in order for coverages to be issued.

This quote is contingent upon Underwriting approval of the eligibility definitions.
This proposal is contingent upon receipt and approval by Underwriting of the eligible retiree definition, including age, years of service, etc.
Part-time employees are not eligible for coverage.
This proposal assumes no retiree coverage.

This proposal is contingent upon the receipt and approval by Underwriting of a completed Controlled Affiliate Letter.

Upon inquiry from employer groups, BCBS will provide information to the employer group regarding commissions and other compensation paid to the employer's agent by BCBS in connection with the employer's policy or contract with BCBS.

This proposal is contingent upon receipt and approval of large claim information. If there are any on-going medical conditions on any employees or their dependent that have not been disclosed and that have an adverse affect on the level of risk, we reserve the right to re-rate or withdraw the proposal.

Experience and Large Claim data must be provided on prior carrier reports.

The quote is being offered on an immature basis. Mature numbers have been provided for illustrative purposes only.

HCSC reserves the right to adjust the Average Claim Value if one or more of the following occurs within the coverage period:
- the Account's composition changes (i.e. demographics)
- the Account's number of covered employees increases or decreases by more than 10%
- the Account's benefit program changes

Employers that do not use Prime Therapeutics as their pharmacy benefit manager are NOT eligible for a Rebate Credit.

BlueCross BlueShield of Illinois

Winnebago County

ASO Projection
January 1, 2020 - December 31, 2020
1/1/2020 ASO Renewal - Add On - REV SL Fee

CONDITIONS AND CAVEATS

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HCSC's current estimate of the rebates it will receive from the PBM, for drugs covered under the medical benefit on an aggregate basis for the policy period, is approximately $0.80 per employee per month.

If the prescription drug program is not administered by Prime today but is awarded the administration of the prescription drug program, the medical claim cost will be reduced due to to the integration of the medical and prescription drug program.

We reserve the right to revise or withdraw our offer if, at any time during the projected coverage period:
- The actual number of enrolled contracts (in total, by product, or by benefit plan), the Single/Family mix, or the Medicare/Non-Medicare mix varies by +/- 10% from our projections.
- The information upon which our projections were based (benefit levels, census/demographics, commissions, etc.) becomes outdated or inaccurate.

Wellbeing Management (Health Management & Advocacy program) is included in the quoted administration fee.

Projected Net Paid Claims for non-HMO Medical coverages on these exhibits include Estimated Value Based Care Payments and Savings.

Value Based Care payments apply to Stop Loss Coverage.

BCBSIL retains the right to recoup monetary credits provided, any remaining implementation costs, shared savings or PG incentive fees from the plan sponsor in the event of early termination of the proposed coverage or contract, either in its entirety or with respect to certain custom services or programs included in this offer.

If a third party stop loss carrier is selected, a Stop loss Accommodation fee will apply.

Offer is contingent upon proposed Wellbeing Management package design. Any modifications to the proposed package will impact the Wellbeing Management fee and Administrative Fee.

BlueCross BlueShield of Illinois

Winnebago County

ASO Projection
for the period
January 1, 2020 - December 31, 2020
1/1/2020 ASO Renewal - Add On - REV SL Fee

Wellbeing Management Detail

Please refer to the ACA Disclaimer regarding benefits and final pricing.

	P50502	Add On	Total
Projected Enrollment	369	649	1,018
WBM Package Included in Administration Fee	Enable BH	Enable BH	
Foundational Package Components			
Foundational Package Components			
Total Foundational and Configurable	**$4.95**	**$4.95**	**$4.95**
Additional Services (BuyUps)			
Coaching			
Coaching	$0.11	$0.11	$0.11
Total BuyUps Services	**$0.11**	**$0.11**	**$0.11**
Total WBM Fee Included in Administration Fee	**$5.06**	**$5.06**	**$5.06**

Debbie Crozier

From: Jeanette Rowan <Jeanette_Rowan@ajg.com>
Sent: Thursday, September 26, 2019 2:21 PM
To: Debbie Crozier
Subject: FW: **Revised Transition Credit** RE: Winnebago County - ASO Proposal

2020 BCBS transition credit confirmation below. Thanks!

Jeanette Rowan Sr. Benefits Consultant

Gallagher

Insurance | Risk Management | Consulting

direct: 815-977-9539 | fax: 815-986-0079
Jeanette_Rowan@ajg.com
www.ajg.com

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From: Jacob Hoffman [mailto:Jacob_Hoffman@bcbsil.com]
Sent: Thursday, July 11, 2019 8:08 AM
To: Jeanette Rowan <Jeanette_Rowan@ajg.com>
Cc: Rhonda Bond <Rhonda_Bond@ajg.com>
Subject: **Revised Transition Credit** RE: Winnebago County - ASO Proposal

[EXTERNAL]

This message was sent securely using TLS: Login is not required.

Jeanette,

Please be advised that we are offering a revised transition credit in the amount of **$90k** to add on the additional lives. This replaces the initial mentioning of $25k.

Please let me know if you have any questions.

Thank you,

Jacob Hoffman
Account Executive
Blue Cross and Blue Shield of Illinois
2787 McFarland Road
Rockford,IL. 61107
Jacob_Hoffman@bcbsil.com
815-639-7184

This communication is intended for informational purposes only. It is not intended to provide, does not constitute, and cannot be relied upon as legal, tax or compliance advice. Furthermore, this communication is not intended to provide tax advice, and any tax-related statements that may be contained herein is not intended or written to be used, and cannot be used, for the purposes of (i) avoiding penalties under the Internal Revenue Code or (ii) promoting, marketing, or recommending to another party any transaction or matters herein. Please consult with your legal, compliance and tax professionals to understand your legal, compliance and tax obligations under the law.

From: Jacob Hoffman
Sent: Monday, July 08, 2019 3:48 PM
To: Jeanette Rowan <Jeanette_Rowan@ajg.com>
Cc: Rhonda Bond <Rhonda_Bond@ajg.com>
Subject: RE: Winnebago County - ASO Proposal

Hi Jeanette.

Attached is the proposal for the Winnebago County addition, along with PG's. This includes a 3 year admin guarantee of Year 2 +4% over mature, and year 3 +4% and a $25k transition credit for the add on.

Please review and let me know if you have any questions.

Jacob Hoffman
Account Executive
Blue Cross and Blue Shield of Illinois
2787 McFarland Road
Rockford,IL. 61107
Jacob_Hoffman@bcbsil.com
815-639-7184

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County Board: October 10, 2019

RESOLUTION
of the
COUNTY BOARD OF THE COUNTY OF WINNEBAGO, ILLINOIS

Sponsored by: David Fiduccia
Submitted by: Personnel and Policies Committee

2019 CR

RESOLUTION AUTHORIZING THE EXECUTION OF A RENEWAL AGREEMENT WITH NORTHERN ILLINOIS HEALTH PLAN (NIHP) FOR THIRD PARTY ADMINISTRATOR FOR A SELF-INSURED POS AND PPO INSURANCE PLANS AND OTHER ADMINISITRATIVE SERVICES

WHEREAS, the County of Winnebago, Illinois, offers a to its employees the option of participating in a self-funded Point of Service (POS) or a Preferred Provider Organization plan (PPO); and,

WHEREAS, the County of Winnebago has offered the POS and PPO plans administered by NIHP to employees during 2019; and

WHEREAS, the County's Benefit Consultant recommends continuation of the POS and PPO plans administered by NIHP; and,

WHEREAS, NIHP has proposed the following rates to Winnebago County for the administration of the POS and PPO plans and other administrative services in 2020:

See attached.

(The 21.7% Medical Claims Administration increase is due to limiting the POS/PPO plan to the FOP Deputies only.)

WHEREAS, the Personnel and Policies Committee of the County Board for the County of Winnebago, Illinois has reviewed the renewal and recommends that the County Board authorize execution of an agreement with NIHP for the administration of the POS and PPO plans and other administrative services for the year January 1, 2020 through December 31, 2020.

NOW, THEREFORE BE IT RESOLVED, by the County Board of the County of Winnebago, Illinois that the Winnebago County Board Chairman is hereby authorized to execute an agreement with NIHP, 77 W. Lincoln Blvd., Suite 402, Freeport, IL 61032 for administration of the POS and PPO plans.

BE IT FURTHER RESOLVED that this Resolution shall be in full force and effective immediately upon its adoption and the Clerk of the County Board is hereby authorized to prepare and deliver certified copies of this Resolution to the Director of Purchasing, Director of Human Resources and the County Auditor.

Respectfully Submitted,
PERSONNEL AND POLICIES COMMITTEE

AGREE	**DISAGREE**
DAVID FIDUCCIA, CHAIRMAN	DAVID FIDUCCIA, CHAIRMAN
DAVID BOOMER	DAVID BOOMER
ANGIE GORAL	ANGIE GORAL
JOE HOFFMAN	JOE HOFFMAN
DAVID KELLEY	DAVID KELLEY
DOROTHY REDD	DOROTHY REDD
JIM WEBSTER	JIM WEBSTER

The above and foregoing Resolution was adopted by the County Board of the County of Winnebago, Illinois this _____day of _____2019.

FRANK HANEY
CHAIRMAN OF THE COUNTY BOARD
OF THE COUNTY OF WINNEBAGO, ILLINOIS

ATTESTED BY:

LORI GUMMOW
CLERK OF THE COUNTY BOARD
OF THE COUNTY OF WINNEBAGO, ILLINOIS

NORTHERN ILLINOIS HEALTH PLAN 773 W. Lincoln Blvd., Suite 402 / Freeport, IL 61032

September 3, 2019

RE: Winnebago County, Renewal January 1, 2020

*****UPDATED to reflect Medical admin for only 59 FOP's and maintaining rest of services AS IS, 2019 fees were based on 633 in medical plan*****

NIHP wants to thank both Winnebago County and Gallagher for the opportunity to provide administration services for Winnebago County. We look forward to continuing to build our partnership by providing specialized services that fulfill your expectations. I am pleased to present the administrative services renewal for Winnebago County effective January 1, 2020.

ASO Fee	Effective 1/1/19	Effective 1/1/20
Current NIHP Services:		
Medical Claims Administration (PEPM)	$14.79	$18.00
Flexible Spending: Medical (including Debit Card)	$6.07	$6.19
Flexible Spending: Dependent Care	$4.03	$4.11
Flexible Spending: Annual Fee	$357	$364
Wrap Networks (Out-of-Network Discounts)	25% of savings	25% of savings
HIPAA Certificate Administration (per certificate)	$5.10	$5.20
COBRA Administration (per occurrence):		
Initial Notification	$5.10	$5.20
Member Termination	$25.50	$26.01
Member Enrollment	$35.70	$36.41
ID Cards (per card)	$1.53	$1.56
NIHP Care Management *(PEPM & includes Utilization review and case management – NO Additional hourly charge for case management)*	$3.98	$4.06
Dental Claims Administration (PEPM)	$2.55	$2.60
Life Insurance Billing Administration (PPPM)	$.26	$1.00
Stop Loss Administration (PEPM)	$.51	$1.50
Retiree Admin Fee (PEPM)	$5.87	$5.99
Services from other vendors:		
Cigna PPO (PEPM)	$19.50	$19.50
Cigna Dental PPO	N/A	$1.75

Additional Information (from original contract):

- *****UPDATE - $3,000 implementation fee would apply since a portion of the 2016 contract would be terminating prior to 12/31/2020*****

Original 2016 contract language: NIHP would accept the proposed rate guarantee for June 1, 2016 through December 31, 2018 of the current proposed fees. For calendar years 2019 and 2020, a 2% increase respectively will apply each year for admin fees. If the County commits to this long term contract, NIHP would be willing to eliminate the implementation fee of $3,000. This rate guarantee will exclude the increase on dental claims administration that was previously agreed upon for 1/1/2017. NIHP would require the $3,000 implementation fee to be paid if the County terminates any portion of their contract with NIHP prior to 12/31/2020.

- *NIHP cannot guarantee fees from outside vendors.*
- *Performance Guarantees are available upon request*