



# COMMONWEALTH of VIRGINIA

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February 12, 2013

The Honorable Lacey E. Putney, Chairman, House Appropriations Committee  
The Honorable Walter A. Stosch, Chairman, Senate Finance Committee

Subject: Report on the State Employee Health Insurance Program's Proposed Premiums and Plan Changes

Pursuant to the Appropriations Act, Item 84 F (Special Session I, 2012), the attached report details the assumptions included in the Governor's introduced budget for the state employee health insurance program. It includes the proposed premium schedule and the proposed changes to the benefit structure for fiscal year 2014.

Please contact me if there are any questions.

Sincerely,

Sara Redding Wilson

cc: The Honorable Lisa Hicks-Thomas  
Secretary of Administration

## State Employee Health Plan Proposed Premium and Benefit Structure for Fiscal Year 2014.

As required in Item 84(F) of the 2012 Appropriations Act, this report details the assumptions included in Governor McDonnell's introduced budget for the state employee health insurance program. The report includes the proposed changes to the benefit structure. It also includes provisional premium schedules. Part A contains the provisional premiums submitted by Aon Hewitt, the health plan's actuary, in November 2012, which were then provided to the Department of Planning and Budget. Part B includes the premium schedule and the General Fund Breakout developed by the Department of Planning and Budget. Part C contains the subsequent proposed premiums submitted by Aon Hewitt in January 2013.

Governor McDonnell proposed two plan changes for fiscal year 2014. The first is a Mandatory Mail/Retail Maintenance Network with a 90-day retail copay equal to two times the 30-day retail copay. This change should produce an estimated \$10,378,000 in savings. The second proposed change is to increase the emergency room copay from \$125 to \$150, which is estimated to produce \$909,000 in savings. The impact of these plan design changes was not included in the Aon Hewitt premium projections. At the conclusion of the legislative process, these premiums will be finalized.

### **Part A: Aon Hewitt Premium Schedule November 2012**

Aon Hewitt submitted the following provisional premium schedule in November 2012. These premiums factored in utilization, inflation and the one-week Incurred But Not Reported (IBNR) funding amount. This schedule did not include the impact of the two proposed plan changes nor the administrative services contract savings negotiated in the recent procurement.

**FY2013**

Health Care Plans	You Only	You Plus One	You Plus Two or More	Total
<b>ACTIVE EMPLOYEES</b>				
<b>HDHP</b>				
Enrollment	219	85	182	486
<b>Employee Portion</b>				
Base Actuarial Rate	\$0	\$0	\$0	\$0
ERRP Funds Pay - Employee	\$0	\$0	\$0	\$0
<u>Employee Pays - IBNR Funding</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>
Employee Pays	\$0	\$0	\$0	\$0
<b>State Portion</b>				
Base Actuarial Rate	\$402	\$745	\$1,089	\$4,195,756
ERRP Funds Pay - State	\$0	\$0	\$0	\$0
Program Reserves Pay	-\$10	-\$18	-\$27	-\$104,632
Funding Gap	\$0	\$0	\$0	\$0
<u>State Pays - IBNR Funding</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>
State Pays	\$392	\$727	\$1,062	\$4,091,124
<b>Total</b>				
Base Actuarial Rate	\$402	\$745	\$1,089	\$4,194,732
ERRP Funds Pay - Total	\$0	\$0	\$0	\$0
Program Reserves Pay	-\$10	-\$18	-\$27	-\$104,632
Funding Gap	\$0	\$0	\$0	\$0
<u>IBNR Funding</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>
Total	\$392	\$727	\$1,062	\$4,090,100
<b>COVA Care/COVA Connect (with basic dental)</b>				
Enrollment	9,789	4,806	6,942	21,537
<b>Employee Portion</b>				
Base Actuarial Rate	\$52	\$120	\$170	\$27,166,676
ERRP Funds Pay - Employee	-\$2	-\$4	-\$5	-\$858,164
<u>Employee Pays - IBNR Funding</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>
Employee Pays	\$50	\$116	\$165	\$26,308,512
<b>State Portion</b>				
Base Actuarial Rate	\$449	\$808	\$1,185	\$198,056,134
ERRP Funds Pay - State	-\$8	-\$15	-\$21	-\$3,550,742
Program Reserves Pay	-\$10	-\$19	-\$27	-\$4,544,774
Funding Gap	-\$2	-\$8	-\$10	-\$1,589,791
<u>State Pays - IBNR Funding</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>
State Pays	\$429	\$766	\$1,126	\$188,370,828
<b>Total</b>				
Base Actuarial Rate	\$501	\$927	\$1,355	\$225,190,332
ERRP Funds Pay - Total	-\$10	-\$18	-\$27	-\$4,408,906
Program Reserves Pay	-\$10	-\$19	-\$27	-\$4,544,774
Funding Gap	-\$2	-\$8	-\$10	-\$1,589,791
<u>IBNR Funding</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>
Total	\$479	\$882	\$1,291	\$214,646,861

**PROVISIONAL FY2014**

Health Care Plans	You Only	You Plus One	You Plus Two or More	Total
<b>ACTIVE EMPLOYEES</b>				
<b>HDHP</b>				
Enrollment	219	85	182	486
<b>Employee Portion</b>				
Base Actuarial Rate	\$0	\$0	\$0	\$0
ERRP Funds Pay - Employee	\$0	\$0	\$0	\$0
<u>Employee Pays - IBNR Funding</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>
Employee Pays	\$0	\$0	\$0	\$0
<b>State Portion</b>				
Base Actuarial Rate	\$454	\$841	\$1,229	\$4,735,068
ERRP Funds Pay - State	\$0	\$0	\$0	\$0
Program Reserves Pay	\$0	\$0	\$0	\$0
Funding Gap	\$0	\$0	\$0	\$0
<u>State Pays - IBNR Funding</u>	<u>\$9</u>	<u>\$17</u>	<u>\$25</u>	<u>\$96,621</u>
State Pays	\$463	\$858	\$1,254	\$4,831,689
<b>Total</b>				
Base Actuarial Rate	\$454	\$841	\$1,229	\$4,735,068
ERRP Funds Pay - Total	\$0	\$0	\$0	\$0
Program Reserves Pay	\$0	\$0	\$0	\$0
Funding Gap	\$0	\$0	\$0	\$0
<u>IBNR Funding</u>	<u>\$9</u>	<u>\$17</u>	<u>\$25</u>	<u>\$96,621</u>
Total	\$463	\$858	\$1,254	\$4,831,689
<b>COVA Care/COVA Connect (with basic dental)</b>				
Enrollment	9,789	4,806	6,942	21,537
<b>Employee Portion</b>				
Base Actuarial Rate	\$55	\$132	\$189	\$29,867,546
ERRP Funds Pay - Employee	\$0	\$0	\$0	\$0
<u>Employee Pays - IBNR Funding</u>	<u>\$1</u>	<u>\$2</u>	<u>\$3</u>	<u>\$489,886</u>
Employee Pays	\$56	\$134	\$192	\$30,357,432
<b>State Portion</b>				
Base Actuarial Rate	\$510	\$914	\$1,340	\$224,198,602
ERRP Funds Pay - State	\$0	\$0	\$0	\$0
Program Reserves Pay	\$0	\$0	\$0	\$0
Funding Gap	\$0	\$0	\$0	\$0
<u>State Pays - IBNR Funding</u>	<u>\$8</u>	<u>\$15</u>	<u>\$22</u>	<u>\$3,677,589</u>
State Pays	\$518	\$929	\$1,362	\$227,876,190
<b>Total</b>				
Base Actuarial Rate	\$565	\$1,046	\$1,529	\$254,066,148
ERRP Funds Pay - Total	\$0	\$0	\$0	\$0
Program Reserves Pay	\$0	\$0	\$0	\$0
Funding Gap	\$0	\$0	\$0	\$0
<u>IBNR Funding</u>	<u>\$9</u>	<u>\$17</u>	<u>\$25</u>	<u>\$4,167,474</u>
Total	\$574	\$1,063	\$1,554	\$258,233,622

**FY2014 / FY2013**

\$	%
<b>DIFFERENCE</b>	
\$0	0.0%
\$0	0.0%
\$539,312	12.9%
\$740,565	18.1%
\$540,336	12.9%
\$741,590	18.1%
\$2,700,870	9.9%
\$4,048,920	15.4%
\$26,142,467	13.2%
\$39,505,362	21.0%
\$28,875,816	12.8%
\$43,586,761	20.3%

**FY2013**

Health Care Plans	You Only	You Plus One	You Plus Two or More	Total
<b>COVA Care/COVA Connect Plus Out-of-Network</b>				
Enrollment	1,225	807	982	3,014
<b>Employee Portion</b>				
Base Actuarial Rate	\$64	\$136	\$193	\$4,528,205
ERRP Funds Pay - Employee	-\$2	-\$4	-\$5	-\$123,125
Employee Pays - IBNR Funding	\$0	\$0	\$0	\$0
Employee Pays	\$62	\$132	\$188	\$4,405,080
<b>State Portion</b>				
Base Actuarial Rate	\$449	\$808	\$1,185	\$28,388,499
ERRP Funds Pay - State	-\$8	-\$15	-\$21	-\$509,444
Program Reserves Pay	-\$10	-\$19	-\$27	-\$652,063
Funding Gap	-\$2	-\$8	-\$10	-\$233,964
State Pays - IBNR Funding	\$0	\$0	\$0	\$0
State Pays	\$429	\$766	\$1,126	\$26,993,028
<b>Total</b>				
Base Actuarial Rate	\$513	\$943	\$1,378	\$32,916,705
ERRP Funds Pay - Total	-\$10	-\$18	-\$27	-\$632,569
Program Reserves Pay	-\$10	-\$19	-\$27	-\$652,063
Funding Gap	-\$2	-\$8	-\$10	-\$233,964
IBNR Funding	\$0	\$0	\$0	\$0
Total	\$491	\$898	\$1,314	\$31,398,108
<b>COVA Care/COVA Connect Plus Expanded Dental</b>				
Enrollment	4,714	3,022	4,468	12,204
<b>Employee Portion</b>				
Base Actuarial Rate	\$67	\$150	\$215	\$20,743,755
ERRP Funds Pay - Employee	-\$2	-\$4	-\$5	-\$512,931
Employee Pays - IBNR Funding	\$0	\$0	\$0	\$0
Employee Pays	\$65	\$146	\$210	\$20,230,824
<b>State Portion</b>				
Base Actuarial Rate	\$449	\$808	\$1,185	\$118,234,692
ERRP Funds Pay - State	-\$8	-\$15	-\$21	-\$2,122,304
Program Reserves Pay	-\$10	-\$19	-\$27	-\$2,716,445
Funding Gap	-\$2	-\$8	-\$10	-\$978,431
State Pays - IBNR Funding	\$0	\$0	\$0	\$0
State Pays	\$429	\$766	\$1,126	\$112,417,512
<b>Total</b>				
Base Actuarial Rate	\$516	\$957	\$1,400	\$138,978,447
ERRP Funds Pay - Total	-\$10	-\$18	-\$27	-\$2,635,235
Program Reserves Pay	-\$10	-\$19	-\$27	-\$2,716,445
Funding Gap	-\$2	-\$8	-\$10	-\$978,431
IBNR Funding	\$0	\$0	\$0	\$0
Total	\$494	\$912	\$1,336	\$132,648,336

**PROVISIONAL FY2014**

Health Care Plans	You Only	You Plus One	You Plus Two or More	Total
<b>COVA Care/COVA Connect Plus Out-of-Network</b>				
Enrollment	1,225	807	982	3,014
<b>Employee Portion</b>				
Base Actuarial Rate	\$69	\$150	\$215	\$5,007,239
ERRP Funds Pay - Employee	\$0	\$0	\$0	\$0
Employee Pays - IBNR Funding	\$1	\$2	\$3	\$70,868
Employee Pays	\$70	\$152	\$218	\$5,078,107
<b>State Portion</b>				
Base Actuarial Rate	\$510	\$914	\$1,340	\$32,131,957
ERRP Funds Pay - State	\$0	\$0	\$0	\$0
Program Reserves Pay	\$0	\$0	\$0	\$0
Funding Gap	\$0	\$0	\$0	\$0
State Pays - IBNR Funding	\$8	\$15	\$22	\$527,061
State Pays	\$518	\$929	\$1,362	\$32,659,019
<b>Total</b>				
Base Actuarial Rate	\$579	\$1,064	\$1,555	\$37,139,196
ERRP Funds Pay - Total	\$0	\$0	\$0	\$0
Program Reserves Pay	\$0	\$0	\$0	\$0
Funding Gap	\$0	\$0	\$0	\$0
IBNR Funding	\$9	\$17	\$25	\$597,930
Total	\$588	\$1,081	\$1,580	\$37,737,126
<b>COVA Care/COVA Connect Plus Expanded Dental</b>				
Enrollment	4,714	3,022	4,468	12,204
<b>Employee Portion</b>				
Base Actuarial Rate	\$72	\$166	\$240	\$22,985,209
ERRP Funds Pay - Employee	\$0	\$0	\$0	\$0
Employee Pays - IBNR Funding	\$1	\$2	\$3	\$296,131
Employee Pays	\$73	\$168	\$243	\$23,281,340
<b>State Portion</b>				
Base Actuarial Rate	\$510	\$914	\$1,340	\$133,815,767
ERRP Funds Pay - State	\$0	\$0	\$0	\$0
Program Reserves Pay	\$0	\$0	\$0	\$0
Funding Gap	\$0	\$0	\$0	\$0
State Pays - IBNR Funding	\$8	\$15	\$22	\$2,194,799
State Pays	\$518	\$929	\$1,362	\$136,010,566
<b>Total</b>				
Base Actuarial Rate	\$582	\$1,080	\$1,580	\$156,800,976
ERRP Funds Pay - Total	\$0	\$0	\$0	\$0
Program Reserves Pay	\$0	\$0	\$0	\$0
Funding Gap	\$0	\$0	\$0	\$0
IBNR Funding	\$9	\$17	\$25	\$2,490,930
Total	\$591	\$1,097	\$1,605	\$159,291,906

**FY2014 / FY2013**

\$ DIFFERENCE	%
\$479,033	10.6%
\$673,027	15.3%
\$3,743,458	13.2%
\$5,665,991	21.0%
\$4,222,491	12.8%
\$6,339,018	20.2%
\$2,241,454	10.8%
\$3,050,516	15.1%
\$15,581,075	13.2%
\$23,593,054	21.0%
\$17,822,529	12.8%
\$26,643,570	20.1%

**FY2013**

Health Care Plans	You Plus			
	You Only	You Plus One	Two or More	Total
<b>COVA Care/COVA Connect Plus Out-of-Network &amp; Expanded Dental</b>				
Enrollment	1,394	1,158	1,298	3,850
<b>Employee Portion</b>				
Base Actuarial Rate	\$79	\$166	\$237	\$7,314,296
ERRP Funds Pay - Employee	-\$2	-\$4	-\$5	-\$161,456
<u>Employee Pays - IBNR Funding</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>
Employee Pays	\$77	\$162	\$232	\$7,152,840
<b>State Portion</b>				
Base Actuarial Rate	\$449	\$808	\$1,185	\$37,195,476
ERRP Funds Pay - State	-\$8	-\$15	-\$21	-\$668,041
Program Reserves Pay	-\$10	-\$19	-\$27	-\$855,059
Funding Gap	-\$2	-\$8	-\$10	-\$313,152
<u>State Pays - IBNR Funding</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>
State Pays	\$429	\$766	\$1,126	\$35,359,224
<b>Total</b>				
Base Actuarial Rate	\$528	\$973	\$1,422	\$44,509,772
ERRP Funds Pay - Total	-\$10	-\$18	-\$27	-\$829,497
Program Reserves Pay	-\$10	-\$19	-\$27	-\$855,059
Funding Gap	-\$2	-\$8	-\$10	-\$313,152
<u>IBNR Funding</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>
Total	\$506	\$928	\$1,358	\$42,512,064
<b>COVA Care/COVA Connect Plus Expanded Dental Plus Vision &amp; Hearing</b>				
Enrollment	9,606	6,394	7,810	23,810
<b>Employee Portion</b>				
Base Actuarial Rate	\$80	\$172	\$244	\$45,255,677
ERRP Funds Pay - Employee	-\$2	-\$4	-\$5	-\$975,077
<u>Employee Pays - IBNR Funding</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>
Employee Pays	\$78	\$168	\$239	\$44,280,600
<b>State Portion</b>				
Base Actuarial Rate	\$449	\$808	\$1,185	\$224,807,537
ERRP Funds Pay - State	-\$8	-\$15	-\$21	-\$4,034,478
Program Reserves Pay	-\$10	-\$19	-\$27	-\$5,163,932
Funding Gap	-\$2	-\$8	-\$10	-\$1,855,071
<u>State Pays - IBNR Funding</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>
State Pays	\$429	\$766	\$1,126	\$213,754,056
<b>Total</b>				
Base Actuarial Rate	\$529	\$979	\$1,429	\$270,063,214
ERRP Funds Pay - Total	-\$10	-\$18	-\$27	-\$5,009,555
Program Reserves Pay	-\$10	-\$19	-\$27	-\$5,163,932
Funding Gap	-\$2	-\$8	-\$10	-\$1,855,071
<u>IBNR Funding</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>
Total	\$507	\$934	\$1,365	\$258,034,656

**PROVISIONAL FY2014**

Health Care Plans	You Plus			
	You Only	You Plus One	Two or More	Total
<b>COVA Care/COVA Connect Plus Out-of-Network &amp; Expanded Dental</b>				
Enrollment	1,394	1,158	1,298	3,850
<b>Employee Portion</b>				
Base Actuarial Rate	\$86	\$184	\$266	\$8,146,982
ERRP Funds Pay - Employee	\$0	\$0	\$0	\$0
<u>Employee Pays - IBNR Funding</u>	<u>\$1</u>	<u>\$2</u>	<u>\$3</u>	<u>\$93,595</u>
Employee Pays	\$87	\$186	\$269	\$8,240,578
<b>State Portion</b>				
Base Actuarial Rate	\$510	\$914	\$1,340	\$42,095,770
ERRP Funds Pay - State	\$0	\$0	\$0	\$0
Program Reserves Pay	\$0	\$0	\$0	\$0
Funding Gap	\$0	\$0	\$0	\$0
<u>State Pays - IBNR Funding</u>	<u>\$8</u>	<u>\$15</u>	<u>\$22</u>	<u>\$690,478</u>
State Pays	\$518	\$929	\$1,362	\$42,786,248
<b>Total</b>				
Base Actuarial Rate	\$596	\$1,098	\$1,606	\$50,242,752
ERRP Funds Pay - Total	\$0	\$0	\$0	\$0
Program Reserves Pay	\$0	\$0	\$0	\$0
Funding Gap	\$0	\$0	\$0	\$0
<u>IBNR Funding</u>	<u>\$9</u>	<u>\$17</u>	<u>\$25</u>	<u>\$784,073</u>
Total	\$605	\$1,115	\$1,631	\$51,026,825
<b>COVA Care/COVA Connect Plus Expanded Dental Plus Vision &amp; Hearing</b>				
Enrollment	9,606	6,394	7,810	23,810
<b>Employee Portion</b>				
Base Actuarial Rate	\$87	\$191	\$273	\$50,322,490
ERRP Funds Pay - Employee	\$0	\$0	\$0	\$0
<u>Employee Pays - IBNR Funding</u>	<u>\$1</u>	<u>\$2</u>	<u>\$3</u>	<u>\$561,506</u>
Employee Pays	\$88	\$193	\$276	\$50,883,996
<b>State Portion</b>				
Base Actuarial Rate	\$510	\$914	\$1,340	\$254,449,694
ERRP Funds Pay - State	\$0	\$0	\$0	\$0
Program Reserves Pay	\$0	\$0	\$0	\$0
Funding Gap	\$0	\$0	\$0	\$0
<u>State Pays - IBNR Funding</u>	<u>\$8</u>	<u>\$15</u>	<u>\$22</u>	<u>\$4,173,725</u>
State Pays	\$518	\$929	\$1,362	\$258,623,419
<b>Total</b>				
Base Actuarial Rate	\$597	\$1,105	\$1,613	\$304,772,184
ERRP Funds Pay - Total	\$0	\$0	\$0	\$0
Program Reserves Pay	\$0	\$0	\$0	\$0
Funding Gap	\$0	\$0	\$0	\$0
<u>IBNR Funding</u>	<u>\$9</u>	<u>\$17</u>	<u>\$25</u>	<u>\$4,735,231</u>
Total	\$606	\$1,122	\$1,638	\$309,507,415

**FY2014 / FY2013**

\$ DIFFERENCE		%
\$832,686	11.4%	
\$1,087,738	15.2%	
\$4,900,294	13.2%	
\$7,427,024	21.0%	
\$5,732,980	12.9%	
\$8,514,761	20.0%	
\$5,066,814	11.2%	
\$6,603,396	14.9%	
\$29,642,157	13.2%	
\$44,869,363	21.0%	
\$34,708,970	12.9%	
\$51,472,759	19.9%	

**FY2013**

Health Care Plans	You Only	You Plus One	You Plus Two or More	Total
<b>COVA Care/COVA Connect Plus Out-of-Network Plus Expanded Dental Plus Vision &amp; Hearing</b>				
Enrollment	5,705	5,288	5,964	16,957
<b>Employee Portion</b>				
Base Actuarial Rate	\$92	\$188	\$266	\$37,240,961
ERRP Funds Pay - Employee	-\$2	-\$4	-\$5	-\$724,409
<u>Employee Pays - IBNR Funding</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>
Employee Pays	\$90	\$184	\$261	\$36,516,552
<b>State Portion</b>				
Base Actuarial Rate	\$449	\$808	\$1,185	\$166,814,900
ERRP Funds Pay - State	-\$8	-\$15	-\$21	-\$2,997,316
Program Reserves Pay	-\$10	-\$19	-\$27	-\$3,836,417
Funding Gap	-\$2	-\$8	-\$10	-\$1,418,963
<u>State Pays - IBNR Funding</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>
State Pays	\$429	\$766	\$1,126	\$158,562,204
<b>Total</b>				
Base Actuarial Rate	\$541	\$995	\$1,451	\$204,055,861
ERRP Funds Pay - Total	-\$10	-\$18	-\$27	-\$3,721,725
Program Reserves Pay	-\$10	-\$19	-\$27	-\$3,836,417
Funding Gap	-\$2	-\$8	-\$10	-\$1,418,963
<u>IBNR Funding</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>
Total	\$519	\$950	\$1,387	\$195,078,756
<b>Kaiser Permanente HMO - available in Fredericksburg area and Northern Virginia</b>				
Enrollment	870	438	822	2,130
<b>Employee Portion</b>				
Base Actuarial Rate	\$89	\$189	\$265	\$4,534,705
ERRP Funds Pay - Employee	-\$2	-\$4	-\$5	-\$89,425
<u>Employee Pays - IBNR Funding</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>
Employee Pays	\$87	\$185	\$260	\$4,445,280
<b>State Portion</b>				
Base Actuarial Rate	\$437	\$781	\$1,147	\$19,981,724
ERRP Funds Pay - State	-\$8	-\$15	-\$21	-\$370,004
Program Reserves Pay	\$0	\$0	\$0	\$0
Funding Gap	\$0	\$0	\$0	\$0
<u>State Pays - IBNR Funding</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>
State Pays	\$429	\$766	\$1,126	\$19,611,720
<b>Total</b>				
Base Actuarial Rate	\$526	\$969	\$1,413	\$24,516,428
ERRP Funds Pay - Total	-\$10	-\$18	-\$27	-\$459,428
Program Reserves Pay	\$0	\$0	\$0	\$0
Funding Gap	\$0	\$0	\$0	\$0
<u>IBNR Funding</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>
Total	\$516	\$951	\$1,386	\$24,057,000

**PROVISIONAL FY2014**

Health Care Plans	You Only	You Plus One	You Plus Two or More	Total
<b>COVA Care/COVA Connect Plus Out-of-Network Plus Expanded Dental Plus Vision &amp; Hearing</b>				
Enrollment	5,705	5,288	5,964	16,957
<b>Employee Portion</b>				
Base Actuarial Rate	\$101	\$209	\$299	\$41,610,479
ERRP Funds Pay - Employee	\$0	\$0	\$0	\$0
<u>Employee Pays - IBNR Funding</u>	<u>\$1</u>	<u>\$2</u>	<u>\$3</u>	<u>\$421,554</u>
Employee Pays	\$102	\$211	\$302	\$42,032,033
<b>State Portion</b>				
Base Actuarial Rate	\$510	\$914	\$1,340	\$188,779,621
ERRP Funds Pay - State	\$0	\$0	\$0	\$0
Program Reserves Pay	\$0	\$0	\$0	\$0
Funding Gap	\$0	\$0	\$0	\$0
<u>State Pays - IBNR Funding</u>	<u>\$8</u>	<u>\$15</u>	<u>\$22</u>	<u>\$3,096,370</u>
State Pays	\$518	\$929	\$1,362	\$191,875,991
<b>Total</b>				
Base Actuarial Rate	\$611	\$1,123	\$1,639	\$230,390,100
ERRP Funds Pay - Total	\$0	\$0	\$0	\$0
Program Reserves Pay	\$0	\$0	\$0	\$0
Funding Gap	\$0	\$0	\$0	\$0
<u>IBNR Funding</u>	<u>\$9</u>	<u>\$17</u>	<u>\$25</u>	<u>\$3,517,924</u>
Total	\$620	\$1,140	\$1,664	\$233,908,024
<b>Kaiser Permanente HMO - available in Fredericksburg area and Northern Virginia</b>				
Enrollment	870	438	822	2,130
<b>Employee Portion</b>				
Base Actuarial Rate	\$12	\$47	\$61	\$978,131
ERRP Funds Pay - Employee	\$0	\$0	\$0	\$0
<u>Employee Pays - IBNR Funding</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>
Employee Pays	\$12	\$47	\$61	\$978,131
<b>State Portion</b>				
Base Actuarial Rate	\$510	\$914	\$1,340	\$23,342,029
ERRP Funds Pay - State	\$0	\$0	\$0	\$0
Program Reserves Pay	\$0	\$0	\$0	\$0
Funding Gap	\$0	\$0	\$0	\$0
<u>State Pays - IBNR Funding</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>
State Pays	\$510	\$914	\$1,340	\$23,342,029
<b>Total</b>				
Base Actuarial Rate	\$522	\$961	\$1,401	\$24,320,160
ERRP Funds Pay - Total	\$0	\$0	\$0	\$0
Program Reserves Pay	\$0	\$0	\$0	\$0
Funding Gap	\$0	\$0	\$0	\$0
<u>IBNR Funding</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>
Total	\$522	\$961	\$1,401	\$24,320,160

**FY2014 / FY2013**

\$ DIFFERENCE	%
\$4,369,518	11.7%
\$5,515,481	15.1%
\$21,964,721	13.2%
\$33,313,787	21.0%
\$26,334,239	12.9%
\$38,829,268	19.9%
-\$3,556,573	-78.4%
-\$3,467,149	-78.0%
\$3,360,305	16.8%
\$3,730,309	19.0%
-\$196,268	-0.8%
\$263,160	1.1%

**FY2013**

Health Care Plans	You Only	You Plus One	You Plus Two or More	Total
<b>Summary Active Total</b>				
Enrollment	33,522	21,998	28,468	83,988
<b>Employee Portion</b>				
Base Actuarial Rate				\$146,784,276
ERRP Funds Pay - Employee				-\$3,444,588
<u>Employee Pays - IBNR Funding</u>				\$0
Employee Pays				\$143,339,688
<b>State Portion</b>				
Base Actuarial Rate				\$797,674,718
ERRP Funds Pay - State				-\$14,252,328
Program Reserves Pay				-\$17,873,322
Funding Gap				-\$6,389,372
<u>State Pays - IBNR Funding</u>				\$0
State Pays				\$759,159,696
<b>Total</b>				
Base Actuarial Rate				\$944,425,491
ERRP Funds Pay - Total				-\$17,696,916
Program Reserves Pay				-\$17,873,322
Funding Gap				-\$6,389,372
<u>IBNR Funding</u>				\$0
Total				\$902,465,881

**PROVISIONAL FY2014**

Health Care Plans	You Only	You Plus One	You Plus Two or More	Total
<b>Summary Active Total</b>				
Enrollment	33,522	21,998	28,468	83,988
<b>Employee Portion</b>				
Base Actuarial Rate				\$158,918,077
ERRP Funds Pay - Employee				\$0
<u>Employee Pays - IBNR Funding</u>				\$1,933,539
Employee Pays				\$160,851,617
<b>State Portion</b>				
Base Actuarial Rate				\$903,548,507
ERRP Funds Pay - State				\$0
Program Reserves Pay				\$0
Funding Gap				\$0
<u>State Pays - IBNR Funding</u>				\$14,456,644
State Pays				\$918,005,150
<b>Total</b>				
Base Actuarial Rate				\$1,062,466,584
ERRP Funds Pay - Total				\$0
Program Reserves Pay				\$0
Funding Gap				\$0
<u>IBNR Funding</u>				\$16,390,183
Total				\$1,078,856,767

**FY2014 / FY2013**

DIFFERENCE	
\$	%
\$12,133,802	8.3%
\$17,511,929	12.2%
\$105,873,788	13.3%
\$158,845,454	20.9%
\$118,041,093	12.5%
\$176,390,886	19.5%

## Part B: Department of Planning and Budget Premium Schedule

Using Aon Hewitt's November projected premiums, the Department of Planning and Budget developed the chart below to show the proposed premium schedule for fiscal year 2014. This schedule incorporated both Aon Hewitt's November proposed premiums and the savings associated with the Governor's two proposed plan design changes. This schedule did not include the impact of the contract savings negotiated during the recent health plan administrative services procurement.

### 2013 Introduced Budget Bill Proposed Health Insurance Premium Changes

FY 2014 Plan/Coverage	Enrollment		FY 2013 Monthly Premiums				Proposed FY 2014 Monthly Premiums				Change Over FY 2013		
	Active Employees	Retirees	Employer	Employee	Total Active	Retirees	Employer	Employee	Total Active	Retirees	Employer	Employee	Retirees
COVA Care, Single	29,045	6,034	\$429	\$50	\$479	\$491	\$512	\$55	\$567	\$567	\$83	\$5	\$76
COVA Care, Family	25,252	246	\$1,126	\$165	\$1,291	\$1,328	\$1,347	\$189	\$1,536	\$1,536	\$221	\$24	\$208
COVA Care, Dual-Minor	5,620	128	\$766	\$116	\$882	\$909	\$919	\$132	\$1,051	\$1,051	\$153	\$16	\$142
COVA Care, Dual-Spouse	13,840	1,392	\$766	\$116	\$882	\$909	\$919	\$132	\$1,051	\$1,051	\$153	\$16	\$142
COVA Connect, Single	3,369	396	\$429	\$50	\$479	\$491	\$512	\$55	\$567	\$567	\$83	\$5	\$76
COVA Connect, Family	2,191	16	\$1,126	\$165	\$1,291	\$1,328	\$1,347	\$189	\$1,536	\$1,536	\$221	\$24	\$208
COVA Connect, Dual-Minor	707	13	\$766	\$116	\$882	\$909	\$919	\$132	\$1,051	\$1,051	\$153	\$16	\$142
COVA Connect, Dual-Spouse	1,303	78	\$766	\$116	\$882	\$909	\$919	\$132	\$1,051	\$1,051	\$153	\$16	\$142
COVA High Deductible, Single	218	94	\$392	\$0	\$392	\$392	\$458	\$0	\$458	\$458	\$66	\$0	\$66
COVA High Deductible, Family	181	2	\$1,062	\$0	\$1,062	\$1,062	\$1,239	\$0	\$1,239	\$1,239	\$177	\$0	\$177
COVA High Deductible, Dual-Minor	15	0	\$727	\$0	\$727	\$727	\$848	\$0	\$848	\$848	\$121	\$0	\$121
COVA High Deductible, Dual-Spouse	70	8	\$727	\$0	\$727	\$727	\$848	\$0	\$848	\$848	\$121	\$0	\$121
Kaiser Permanente, Single	876	44	\$429	\$87	\$516	\$516	\$505	\$11	\$516	\$516	\$76	-\$76	\$0
Kaiser Permanente, Family	827	6	\$1,126	\$260	\$1,386	\$1,386	\$1,325	\$58	\$1,383	\$1,383	\$199	-\$202	-\$3
Kaiser Permanente, Dual-Minor	147	1	\$766	\$185	\$951	\$951	\$904	\$45	\$949	\$949	\$138	-\$140	-\$2
Kaiser Permanente, Dual-Spouse	291	10	\$766	\$185	\$951	\$951	\$904	\$45	\$949	\$949	\$138	-\$140	-\$2
Waived Coverage	8,736	733	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0

The Department of Planning and Budget developed the following Total Cost Summary and General Fund Cost Break-Out.

#### Total Cost Summary

	GF (Employer)	NGF (Employer)	Employee Share	Early Retiree Share	TOTAL
Chapter 3 Plus Amendments:	\$119,963,546	\$103,454,157	\$22,762,992	\$7,849,752	\$254,030,447

#### General Fund Cost Break-Out

Chapter 3 GF	
Total GF included in Chapter 3, 2012 Special Session I:	\$56,126,860
Less Chapter 3 Funding For UVA Health Insurance:	\$526,849
Net Chapter 3 GF:	\$55,600,011
Amended GF	
Amended GF Included for Inflation/Utilization:	\$69,658,535
Establish retail maintenance drug network (plan change):	(\$4,875,000)
Increase emergency room co-pay from \$125 to \$150 (plan change):	(\$420,000)
Total GF Introduced Amendments:	\$64,363,535
Chapter 3 Plus Amended	
Net Chapter 3 GF:	55,600,011
Total GF Amendments:	64,363,535
Grand Total GF:	119,963,546



## **Part C: Aon Hewitt Premium Schedule January 2013**

In January 2013, Aon Hewitt revised their provisional premiums schedule. These premiums included utilization, inflation, the one-week IBNR funding amount, the impact of the Affordable Care Act changes and the administrative services contract savings. They did not include the savings associated with the Governor's two proposed plan design changes. These rates were distributed to staff members of the House Appropriations Committee and the Senate Finance Committee by e-mail on January 15, 2013, and are included below. At the conclusion of the legislative process, these premiums will be finalized.

**FY2013**

Health Care Plans	You Only	You Plus One	You Plus Two or More	Total
<b>EMPLOYEES</b>				
<b>HDHP</b>				
Enrollment	219	85	182	486
<b>Employee Portion</b>				
Base Actuarial Rate	\$0	\$0	\$0	\$0
ERRP Funds Pay - Employee	\$0	\$0	\$0	\$0
Employee Pays - IBNR Funding	\$0	\$0	\$0	\$0
Employee Pays	\$0	\$0	\$0	\$0
<b>State Portion</b>				
Base Actuarial Rate	\$402	\$745	\$1,089	\$4,195,756
ERRP Funds Pay - State	\$0	\$0	\$0	\$0
Program Reserves Pay	-\$10	-\$18	-\$27	-\$104,632
Funding Gap	\$0	\$0	\$0	\$0
State Pays - IBNR Funding	\$0	\$0	\$0	\$0
State Pays	\$392	\$727	\$1,062	\$4,091,124
<b>Total</b>				
Base Actuarial Rate	\$402	\$745	\$1,089	\$4,194,732
ERRP Funds Pay - Total	\$0	\$0	\$0	\$0
Program Reserves Pay	-\$10	-\$18	-\$27	-\$104,632
Funding Gap	\$0	\$0	\$0	\$0
IBNR Funding	\$0	\$0	\$0	\$0
Total	\$392	\$727	\$1,062	\$4,090,100
<b>CDHP (FY 14 Only)</b>				
Enrollment	0	0	0	0
<b>Employee Portion</b>				
Base Actuarial Rate				
ERRP Funds Pay - Employee				
Employee Pays - IBNR Funding				
Employee Pays				
<b>State Portion</b>				
Base Actuarial Rate				
ERRP Funds Pay - State				
Program Reserves Pay				
Funding Gap				
State Pays - IBNR Funding				
State Pays				
<b>Total</b>				
Base Actuarial Rate				
ERRP Funds Pay - Total				
Program Reserves Pay				
Funding Gap				
IBNR Funding				
Total				

**PROVISIONAL FY2014**

Health Care Plans	You Only	You Plus One	You Plus Two or More	Total
<b>EMPLOYEES</b>				
<b>HDHP</b>				
Enrollment	214	83	178	475
<b>Employee Portion</b>				
Base Actuarial Rate	\$0	\$0	\$0	\$0
ERRP Funds Pay - Employee	\$0	\$0	\$0	\$0
Employee Pays - IBNR Funding	\$0	\$0	\$0	\$0
Employee Pays	\$0	\$0	\$0	\$0
<b>State Portion</b>				
Base Actuarial Rate	\$444	\$823	\$1,203	\$4,529,508
ERRP Funds Pay - State	\$0	\$0	\$0	\$0
Program Reserves Pay	\$0	\$0	\$0	\$0
Funding Gap	\$0	\$0	\$0	\$0
State Pays - IBNR Funding	\$9	\$17	\$25	\$94,449
State Pays	\$453	\$840	\$1,228	\$4,623,957
<b>Total</b>				
Base Actuarial Rate	\$444	\$823	\$1,203	\$4,529,508
ERRP Funds Pay - Total	\$0	\$0	\$0	\$0
Program Reserves Pay	\$0	\$0	\$0	\$0
Funding Gap	\$0	\$0	\$0	\$0
IBNR Funding	\$9	\$17	\$25	\$94,449
Total	\$453	\$840	\$1,228	\$4,623,957
<b>CDHP (FY 14 Only)</b>				
Enrollment	723	478	613	1,814
<b>Employee Portion</b>				
Base Actuarial Rate	\$25	\$75	\$103	\$1,403,052
ERRP Funds Pay - Employee	\$0	\$0	\$0	\$0
Employee Pays - IBNR Funding	\$1	\$2	\$3	\$43,112
Employee Pays	\$26	\$77	\$106	\$1,446,164
<b>State Portion</b>				
Base Actuarial Rate	\$499	\$894	\$1,312	\$19,110,096
ERRP Funds Pay - State	\$0	\$0	\$0	\$0
Program Reserves Pay	\$0	\$0	\$0	\$0
Funding Gap	\$0	\$0	\$0	\$0
State Pays - IBNR Funding	\$8	\$15	\$22	\$320,184
State Pays	\$507	\$909	\$1,334	\$19,430,280
<b>Total</b>				
Base Actuarial Rate	\$524	\$969	\$1,415	\$20,513,148
ERRP Funds Pay - Total	\$0	\$0	\$0	\$0
Program Reserves Pay	\$0	\$0	\$0	\$0
Funding Gap	\$0	\$0	\$0	\$0
IBNR Funding	\$9	\$17	\$25	\$363,296
Total	\$533	\$986	\$1,440	\$20,876,444

**FY2014 / FY2013**

	\$	%
<b>DIFFERENCE</b>		
Employee Pays - IBNR Funding	\$0	0.0%
Employee Pays	\$0	0.0%
Base Actuarial Rate	\$333,752	8.0%
State Pays	\$532,833	13.0%
Total	\$334,776	8.0%
IBNR Funding	\$533,857	13.1%

**FY2013**

Health Care Plans	You Only	You Plus One	You Plus Two or More	Total
<b>EMPLOYEES</b>				
<b>COVA Care/COVA Connect (with basic dental)</b>				
Enrollment	9,789	4,806	6,942	21,537
<b>Employee Portion</b>				
Base Actuarial Rate	\$52	\$120	\$170	\$27,166,676
ERRP Funds Pay - Employee	-\$2	-\$4	-\$5	-\$858,164
Employee Pays - IBNR Funding	\$0	\$0	\$0	\$0
Employee Pays	\$50	\$116	\$165	\$26,308,512
<b>State Portion</b>				
Base Actuarial Rate	\$449	\$808	\$1,185	\$198,056,134
ERRP Funds Pay - State	-\$8	-\$15	-\$21	-\$3,550,742
Program Reserves Pay	-\$10	-\$19	-\$27	-\$4,544,774
Funding Gap	-\$2	-\$8	-\$10	-\$1,589,791
State Pays - IBNR Funding	\$0	\$0	\$0	\$0
State Pays	\$429	\$766	\$1,126	\$188,370,828
<b>Total</b>				
Base Actuarial Rate	\$501	\$927	\$1,355	\$225,190,332
ERRP Funds Pay - Total	-\$10	-\$18	-\$27	-\$4,408,906
Program Reserves Pay	-\$10	-\$19	-\$27	-\$4,544,774
Funding Gap	-\$2	-\$8	-\$10	-\$1,589,791
IBNR Funding	\$0	\$0	\$0	\$0
Total	\$479	\$882	\$1,291	\$214,646,861
<b>COVA Care/COVA Connect Plus Out-of-Network</b>				
Enrollment	1,225	807	982	3,014
<b>Employee Portion</b>				
Base Actuarial Rate	\$64	\$136	\$193	\$4,528,205
ERRP Funds Pay - Employee	-\$2	-\$4	-\$5	-\$123,125
Employee Pays - IBNR Funding	\$0	\$0	\$0	\$0
Employee Pays	\$62	\$132	\$188	\$4,405,080
<b>State Portion</b>				
Base Actuarial Rate	\$449	\$808	\$1,185	\$28,388,499
ERRP Funds Pay - State	-\$8	-\$15	-\$21	-\$509,444
Program Reserves Pay	-\$10	-\$19	-\$27	-\$652,063
Funding Gap	-\$2	-\$8	-\$10	-\$233,964
State Pays - IBNR Funding	\$0	\$0	\$0	\$0
State Pays	\$429	\$766	\$1,126	\$26,993,028
<b>Total</b>				
Base Actuarial Rate	\$513	\$943	\$1,378	\$32,916,705
ERRP Funds Pay - Total	-\$10	-\$18	-\$27	-\$632,569
Program Reserves Pay	-\$10	-\$19	-\$27	-\$652,063
Funding Gap	-\$2	-\$8	-\$10	-\$233,964
IBNR Funding	\$0	\$0	\$0	\$0
Total	\$491	\$898	\$1,314	\$31,398,108

**PROVISIONAL FY2014**

Health Care Plans	You Only	You Plus One	You Plus Two or More	Total
<b>EMPLOYEES</b>				
<b>COVA Care/COVA Connect (with basic dental)</b>				
Enrollment	9,573	4,699	6,788	21,060
<b>Employee Portion</b>				
Base Actuarial Rate	\$54	\$130	\$185	\$28,591,156
ERRP Funds Pay - Employee	\$0	\$0	\$0	\$0
Employee Pays - IBNR Funding	\$1	\$2	\$3	\$479,016
Employee Pays	\$55	\$132	\$188	\$29,070,171
<b>State Portion</b>				
Base Actuarial Rate	\$499	\$894	\$1,312	\$214,616,216
ERRP Funds Pay - State	\$0	\$0	\$0	\$0
Program Reserves Pay	\$0	\$0	\$0	\$0
Funding Gap	\$0	\$0	\$0	\$0
State Pays - IBNR Funding	\$8	\$15	\$22	\$3,596,014
State Pays	\$507	\$909	\$1,334	\$218,212,230
<b>Total</b>				
Base Actuarial Rate	\$553	\$1,024	\$1,497	\$243,207,372
ERRP Funds Pay - Total	\$0	\$0	\$0	\$0
Program Reserves Pay	\$0	\$0	\$0	\$0
Funding Gap	\$0	\$0	\$0	\$0
IBNR Funding	\$9	\$17	\$25	\$4,075,029
Total	\$562	\$1,041	\$1,522	\$247,282,401
<b>COVA Care/COVA Connect Plus Out-of-Network</b>				
Enrollment	1,198	789	960	2,947
<b>Employee Portion</b>				
Base Actuarial Rate	\$67	\$148	\$210	\$4,780,890
ERRP Funds Pay - Employee	\$0	\$0	\$0	\$0
Employee Pays - IBNR Funding	\$1	\$2	\$3	\$69,287
Employee Pays	\$68	\$150	\$213	\$4,850,177
<b>State Portion</b>				
Base Actuarial Rate	\$499	\$894	\$1,312	\$30,755,022
ERRP Funds Pay - State	\$0	\$0	\$0	\$0
Program Reserves Pay	\$0	\$0	\$0	\$0
Funding Gap	\$0	\$0	\$0	\$0
State Pays - IBNR Funding	\$8	\$15	\$22	\$515,307
State Pays	\$507	\$909	\$1,334	\$31,270,329
<b>Total</b>				
Base Actuarial Rate	\$566	\$1,042	\$1,522	\$35,535,912
ERRP Funds Pay - Total	\$0	\$0	\$0	\$0
Program Reserves Pay	\$0	\$0	\$0	\$0
Funding Gap	\$0	\$0	\$0	\$0
IBNR Funding	\$9	\$17	\$25	\$584,594
Total	\$575	\$1,059	\$1,547	\$36,120,506

**FY2014 / FY2013**

	\$	%
<b>DIFFERENCE</b>		
Employee Portion		
Base Actuarial Rate	\$1,424,479	5.2%
ERRP Funds Pay - Employee	\$0	
Employee Pays - IBNR Funding	\$2,761,659	10.5%
Employee Pays		
State Portion		
Base Actuarial Rate	\$16,560,082	8.4%
ERRP Funds Pay - State	\$0	
Program Reserves Pay	\$0	
Funding Gap	\$0	
State Pays - IBNR Funding	\$29,841,402	15.8%
State Pays		
Total		
Base Actuarial Rate	\$18,017,040	8.0%
ERRP Funds Pay - Total	\$0	
Program Reserves Pay	\$0	
Funding Gap	\$0	
IBNR Funding	\$32,635,540	15.2%
Total		
COVA Care/COVA Connect Plus Out-of-Network		
Employee Portion		
Base Actuarial Rate	\$252,684	5.6%
ERRP Funds Pay - Employee	\$0	
Employee Pays - IBNR Funding	\$445,097	10.1%
Employee Pays		
State Portion		
Base Actuarial Rate	\$2,366,523	8.3%
ERRP Funds Pay - State	\$0	
Program Reserves Pay	\$0	
Funding Gap	\$0	
State Pays - IBNR Funding	\$4,277,301	15.8%
State Pays		
Total		
Base Actuarial Rate	\$2,619,207	8.0%
ERRP Funds Pay - Total	\$0	
Program Reserves Pay	\$0	
Funding Gap	\$0	
IBNR Funding	\$4,722,398	15.0%
Total		

**FY2013**

Health Care Plans	You Only	You Plus One	You Plus Two or More	Total
<b>EMPLOYEES</b>				
<b>COVA Care/COVA Connect Plus Expanded Dental</b>				
Enrollment	4,714	3,022	4,468	12,204
<b>Employee Portion</b>				
Base Actuarial Rate	\$67	\$150	\$215	\$20,743,755
ERRP Funds Pay - Employee	-\$2	-\$4	-\$5	-\$512,931
Employee Pays - IBNR Funding	\$0	\$0	\$0	\$0
Employee Pays	\$65	\$146	\$210	\$20,230,824
<b>State Portion</b>				
Base Actuarial Rate	\$449	\$808	\$1,185	\$118,234,692
ERRP Funds Pay - State	-\$8	-\$15	-\$21	-\$2,122,304
Program Reserves Pay	-\$10	-\$19	-\$27	-\$2,716,445
Funding Gap	-\$2	-\$8	-\$10	-\$978,431
State Pays - IBNR Funding	\$0	\$0	\$0	\$0
State Pays	\$429	\$766	\$1,126	\$112,417,512
<b>Total</b>				
Base Actuarial Rate	\$516	\$957	\$1,400	\$138,978,447
ERRP Funds Pay - Total	-\$10	-\$18	-\$27	-\$2,635,235
Program Reserves Pay	-\$10	-\$19	-\$27	-\$2,716,445
Funding Gap	-\$2	-\$8	-\$10	-\$978,431
IBNR Funding	\$0	\$0	\$0	\$0
Total	\$494	\$912	\$1,336	\$132,648,336
<b>COVA Care/COVA Connect Plus Out-of-Network &amp; Expanded Dental</b>				
Enrollment	1,394	1,158	1,298	3,850
<b>Employee Portion</b>				
Base Actuarial Rate	\$79	\$166	\$237	\$7,314,296
ERRP Funds Pay - Employee	-\$2	-\$4	-\$5	-\$161,456
Employee Pays - IBNR Funding	\$0	\$0	\$0	\$0
Employee Pays	\$77	\$162	\$232	\$7,152,840
<b>State Portion</b>				
Base Actuarial Rate	\$449	\$808	\$1,185	\$37,195,476
ERRP Funds Pay - State	-\$8	-\$15	-\$21	-\$668,041
Program Reserves Pay	-\$10	-\$19	-\$27	-\$855,059
Funding Gap	-\$2	-\$8	-\$10	-\$313,152
State Pays - IBNR Funding	\$0	\$0	\$0	\$0
State Pays	\$429	\$766	\$1,126	\$35,359,224
<b>Total</b>				
Base Actuarial Rate	\$528	\$973	\$1,422	\$44,509,772
ERRP Funds Pay - Total	-\$10	-\$18	-\$27	-\$829,497
Program Reserves Pay	-\$10	-\$19	-\$27	-\$855,059
Funding Gap	-\$2	-\$8	-\$10	-\$313,152
IBNR Funding	\$0	\$0	\$0	\$0
Total	\$506	\$928	\$1,358	\$42,512,064

**PROVISIONAL FY2014**

Health Care Plans	You Only	You Plus One	You Plus Two or More	Total
<b>EMPLOYEES</b>				
<b>COVA Care/COVA Connect Plus Expanded Dental</b>				
Enrollment	4,610	2,955	4,369	11,934
<b>Employee Portion</b>				
Base Actuarial Rate	\$71	\$163	\$235	\$22,017,376
ERRP Funds Pay - Employee	\$0	\$0	\$0	\$0
Employee Pays - IBNR Funding	\$1	\$2	\$3	\$289,570
Employee Pays	\$72	\$165	\$238	\$22,306,946
<b>State Portion</b>				
Base Actuarial Rate	\$499	\$894	\$1,312	\$128,102,360
ERRP Funds Pay - State	\$0	\$0	\$0	\$0
Program Reserves Pay	\$0	\$0	\$0	\$0
Funding Gap	\$0	\$0	\$0	\$0
State Pays - IBNR Funding	\$8	\$15	\$22	\$2,146,183
State Pays	\$507	\$909	\$1,334	\$130,248,543
<b>Total</b>				
Base Actuarial Rate	\$570	\$1,057	\$1,547	\$150,119,736
ERRP Funds Pay - Total	\$0	\$0	\$0	\$0
Program Reserves Pay	\$0	\$0	\$0	\$0
Funding Gap	\$0	\$0	\$0	\$0
IBNR Funding	\$9	\$17	\$25	\$2,435,753
Total	\$579	\$1,074	\$1,572	\$152,555,489
<b>COVA Care/COVA Connect Plus Out-of-Network &amp; Expanded Dental</b>				
Enrollment	1,363	1,132	1,269	3,764
<b>Employee Portion</b>				
Base Actuarial Rate	\$84	\$181	\$260	\$7,787,207
ERRP Funds Pay - Employee	\$0	\$0	\$0	\$0
Employee Pays - IBNR Funding	\$1	\$2	\$3	\$91,501
Employee Pays	\$85	\$183	\$263	\$7,878,709
<b>State Portion</b>				
Base Actuarial Rate	\$499	\$894	\$1,312	\$40,289,557
ERRP Funds Pay - State	\$0	\$0	\$0	\$0
Program Reserves Pay	\$0	\$0	\$0	\$0
Funding Gap	\$0	\$0	\$0	\$0
State Pays - IBNR Funding	\$8	\$15	\$22	\$675,036
State Pays	\$507	\$909	\$1,334	\$40,964,593
<b>Total</b>				
Base Actuarial Rate	\$583	\$1,075	\$1,572	\$48,076,764
ERRP Funds Pay - Total	\$0	\$0	\$0	\$0
Program Reserves Pay	\$0	\$0	\$0	\$0
Funding Gap	\$0	\$0	\$0	\$0
IBNR Funding	\$9	\$17	\$25	\$766,537
Total	\$592	\$1,092	\$1,597	\$48,843,301

**FY2014 / FY2013**

	\$	%
<b>DIFFERENCE</b>		
Employee Portion		
Base Actuarial Rate	\$1,273,621	6.1%
ERRP Funds Pay - Employee	\$0	
Employee Pays - IBNR Funding	\$289,570	
Employee Pays	\$2,076,122	10.3%
<b>State Portion</b>		
Base Actuarial Rate	\$9,867,668	8.3%
ERRP Funds Pay - State	\$0	
Program Reserves Pay	\$0	
Funding Gap	\$0	
State Pays - IBNR Funding	\$2,146,183	
State Pays	\$17,831,031	15.9%
<b>Total</b>		
Base Actuarial Rate	\$11,141,289	8.0%
ERRP Funds Pay - Total	\$0	
Program Reserves Pay	\$0	
Funding Gap	\$0	
IBNR Funding	\$2,435,753	
Total	\$19,907,153	15.0%
<b>COVA Care/COVA Connect Plus Out-of-Network &amp; Expanded Dental</b>		
Employee Portion		
Base Actuarial Rate	\$472,911	6.5%
ERRP Funds Pay - Employee	\$0	
Employee Pays - IBNR Funding	\$91,501	
Employee Pays	\$725,869	10.1%
<b>State Portion</b>		
Base Actuarial Rate	\$3,094,081	8.3%
ERRP Funds Pay - State	\$0	
Program Reserves Pay	\$0	
Funding Gap	\$0	
State Pays - IBNR Funding	\$675,036	
State Pays	\$5,605,369	15.9%
<b>Total</b>		
Base Actuarial Rate	\$3,566,992	8.0%
ERRP Funds Pay - Total	\$0	
Program Reserves Pay	\$0	
Funding Gap	\$0	
IBNR Funding	\$766,537	
Total	\$6,331,237	14.9%

**FY2013**

Health Care Plans	You Only	You Plus One	You Plus Two or More	Total
<b>EMPLOYEES</b>				
<b>COVA Care/COVA Connect Plus Expanded Dental Plus Vision &amp; Hearing</b>				
Enrollment	9,606	6,394	7,810	23,810
<b>Employee Portion</b>				
Base Actuarial Rate	\$80	\$172	\$244	\$45,255,677
ERRP Funds Pay - Employee	-\$2	-\$4	-\$5	-\$975,077
Employee Pays - IBNR Funding	\$0	\$0	\$0	\$0
Employee Pays	\$78	\$168	\$239	\$44,280,600
<b>State Portion</b>				
Base Actuarial Rate	\$449	\$808	\$1,185	\$224,807,537
ERRP Funds Pay - State	-\$8	-\$15	-\$21	-\$4,034,478
Program Reserves Pay	-\$10	-\$19	-\$27	-\$5,163,932
Funding Gap	-\$2	-\$8	-\$10	-\$1,855,071
State Pays - IBNR Funding	\$0	\$0	\$0	\$0
State Pays	\$429	\$766	\$1,126	\$213,754,056
<b>Total</b>				
Base Actuarial Rate	\$529	\$979	\$1,429	\$270,063,214
ERRP Funds Pay - Total	-\$10	-\$18	-\$27	-\$5,009,555
Program Reserves Pay	-\$10	-\$19	-\$27	-\$5,163,932
Funding Gap	-\$2	-\$8	-\$10	-\$1,855,071
IBNR Funding	\$0	\$0	\$0	\$0
Total	\$507	\$934	\$1,365	\$258,034,656
<b>COVA Care/COVA Connect Plus Out-of-Network Plus Expanded Dental Plus Vision &amp; Hearing</b>				
Enrollment	5,705	5,288	5,964	16,957
<b>Employee Portion</b>				
Base Actuarial Rate	\$92	\$188	\$266	\$37,240,961
ERRP Funds Pay - Employee	-\$2	-\$4	-\$5	-\$724,409
Employee Pays - IBNR Funding	\$0	\$0	\$0	\$0
Employee Pays	\$90	\$184	\$261	\$36,516,552
<b>State Portion</b>				
Base Actuarial Rate	\$449	\$808	\$1,185	\$166,814,900
ERRP Funds Pay - State	-\$8	-\$15	-\$21	-\$2,997,316
Program Reserves Pay	-\$10	-\$19	-\$27	-\$3,836,417
Funding Gap	-\$2	-\$8	-\$10	-\$1,418,963
State Pays - IBNR Funding	\$0	\$0	\$0	\$0
State Pays	\$429	\$766	\$1,126	\$158,562,204
<b>Total</b>				
Base Actuarial Rate	\$541	\$995	\$1,451	\$204,055,861
ERRP Funds Pay - Total	-\$10	-\$18	-\$27	-\$3,721,725
Program Reserves Pay	-\$10	-\$19	-\$27	-\$3,836,417
Funding Gap	-\$2	-\$8	-\$10	-\$1,418,963
IBNR Funding	\$0	\$0	\$0	\$0
Total	\$519	\$950	\$1,387	\$195,078,756

**PROVISIONAL FY2014**

Health Care Plans	You Only	You Plus One	You Plus Two or More	Total
<b>EMPLOYEES</b>				
<b>COVA Care/COVA Connect Plus Expanded Dental Plus Vision &amp; Hearing</b>				
Enrollment	9,393	6,252	7,637	23,282
<b>Employee Portion</b>				
Base Actuarial Rate	\$85	\$187	\$267	\$48,057,112
ERRP Funds Pay - Employee	\$0	\$0	\$0	\$0
Employee Pays - IBNR Funding	\$1	\$2	\$3	\$549,050
Employee Pays	\$86	\$189	\$270	\$48,606,162
<b>State Portion</b>				
Base Actuarial Rate	\$499	\$894	\$1,312	\$243,575,852
ERRP Funds Pay - State	\$0	\$0	\$0	\$0
Program Reserves Pay	\$0	\$0	\$0	\$0
Funding Gap	\$0	\$0	\$0	\$0
State Pays - IBNR Funding	\$8	\$15	\$22	\$4,081,141
State Pays	\$507	\$909	\$1,334	\$247,656,993
<b>Total</b>				
Base Actuarial Rate	\$584	\$1,081	\$1,579	\$291,632,964
ERRP Funds Pay - Total	\$0	\$0	\$0	\$0
Program Reserves Pay	\$0	\$0	\$0	\$0
Funding Gap	\$0	\$0	\$0	\$0
IBNR Funding	\$9	\$17	\$25	\$4,630,191
Total	\$593	\$1,098	\$1,604	\$296,263,155
<b>COVA Care/COVA Connect Plus Out-of-Network Plus Expanded Dental Plus Vision &amp; Hearing</b>				
Enrollment	5,579	5,171	5,832	16,582
<b>Employee Portion</b>				
Base Actuarial Rate	\$98	\$205	\$292	\$39,693,966
ERRP Funds Pay - Employee	\$0	\$0	\$0	\$0
Employee Pays - IBNR Funding	\$1	\$2	\$3	\$412,223
Employee Pays	\$99	\$207	\$295	\$40,106,189
<b>State Portion</b>				
Base Actuarial Rate	\$499	\$894	\$1,312	\$180,723,474
ERRP Funds Pay - State	\$0	\$0	\$0	\$0
Program Reserves Pay	\$0	\$0	\$0	\$0
Funding Gap	\$0	\$0	\$0	\$0
State Pays - IBNR Funding	\$8	\$15	\$22	\$3,027,839
State Pays	\$507	\$909	\$1,334	\$183,751,314
<b>Total</b>				
Base Actuarial Rate	\$597	\$1,099	\$1,604	\$220,417,440
ERRP Funds Pay - Total	\$0	\$0	\$0	\$0
Program Reserves Pay	\$0	\$0	\$0	\$0
Funding Gap	\$0	\$0	\$0	\$0
IBNR Funding	\$9	\$17	\$25	\$3,440,063
Total	\$606	\$1,116	\$1,629	\$223,857,503

**FY2014 / FY2013**

	\$	%
<b>DIFFERENCE</b>		
Employee Portion		
Base Actuarial Rate	\$2,801,435	6.2%
ERRP Funds Pay - Employee	\$0	
Employee Pays - IBNR Funding	\$4,325,562	9.8%
Employee Pays		
State Portion		
Base Actuarial Rate	\$18,768,315	8.3%
ERRP Funds Pay - State	\$0	
Program Reserves Pay	\$0	
Funding Gap	\$0	
State Pays - IBNR Funding	\$33,902,937	15.9%
State Pays		
Total		
Base Actuarial Rate	\$21,569,750	8.0%
ERRP Funds Pay - Total	\$0	
Program Reserves Pay	\$0	
Funding Gap	\$0	
IBNR Funding	\$38,228,499	14.8%
Total		
Employee Portion		
Base Actuarial Rate	\$2,453,005	6.6%
ERRP Funds Pay - Employee	\$0	
Employee Pays - IBNR Funding	\$3,589,637	9.8%
Employee Pays		
State Portion		
Base Actuarial Rate	\$13,908,574	8.3%
ERRP Funds Pay - State	\$0	
Program Reserves Pay	\$0	
Funding Gap	\$0	
State Pays - IBNR Funding	\$25,189,110	15.9%
State Pays		
Total		
Base Actuarial Rate	\$16,361,579	8.0%
ERRP Funds Pay - Total	\$0	
Program Reserves Pay	\$0	
Funding Gap	\$0	
IBNR Funding	\$28,778,747	14.8%
Total		

**FY2013**

Health Care Plans	You Only	You Plus One	You Plus Two or More	Total
<b>EMPLOYEES</b>				
<b>Kaiser Permanente HMO - available in Fredericksburg area and Northern Virginia</b>				
Enrollment	870	438	822	2,130
<b>Employee Portion</b>				
Base Actuarial Rate	\$89	\$189	\$265	\$4,534,705
ERRP Funds Pay - Employee	-\$2	-\$4	-\$5	-\$89,425
Employee Pays - IBNR Funding	\$0	\$0	\$0	\$0
Employee Pays	\$87	\$185	\$260	\$4,445,280
<b>State Portion</b>				
Base Actuarial Rate	\$437	\$781	\$1,147	\$19,981,724
ERRP Funds Pay - State	-\$8	-\$15	-\$21	-\$370,004
Program Reserves Pay	\$0	\$0	\$0	\$0
Funding Gap	\$0	\$0	\$0	\$0
State Pays - IBNR Funding	\$0	\$0	\$0	\$0
State Pays	\$429	\$766	\$1,126	\$19,611,720
<b>Total</b>				
Base Actuarial Rate	\$526	\$969	\$1,413	\$24,516,428
ERRP Funds Pay - Total	-\$10	-\$18	-\$27	-\$459,428
Program Reserves Pay	\$0	\$0	\$0	\$0
Funding Gap	\$0	\$0	\$0	\$0
IBNR Funding	\$0	\$0	\$0	\$0
Total	\$516	\$951	\$1,386	\$24,057,000
<b>Summary Active Total</b>				
Enrollment	33,522	21,998	28,468	83,988
<b>Employee Portion</b>				
Base Actuarial Rate				\$146,784,276
ERRP Funds Pay - Employee				-\$3,444,588
Employee Pays - IBNR Funding				\$0
Employee Pays				\$143,339,688
<b>State Portion</b>				
Base Actuarial Rate				\$797,674,718
ERRP Funds Pay - State				-\$14,252,328
Program Reserves Pay				-\$17,873,322
Funding Gap				-\$6,389,372
State Pays - IBNR Funding				\$0
State Pays				\$759,159,696
<b>Total</b>				
Base Actuarial Rate				\$944,425,491
ERRP Funds Pay - Total				-\$17,696,916
Program Reserves Pay				-\$17,873,322
Funding Gap				-\$6,389,372
IBNR Funding				\$0
Total				\$902,465,881

**PROVISIONAL FY2014**

Health Care Plans	You Only	You Plus One	You Plus Two or More	Total
<b>EMPLOYEES</b>				
<b>Kaiser Permanente HMO - available in Fredericksburg area and Northern Virginia</b>				
Enrollment	870	438	822	2,130
<b>Employee Portion</b>				
Base Actuarial Rate	\$55	\$132	\$188	\$3,121,947
ERRP Funds Pay - Employee	\$0	\$0	\$0	\$0
Employee Pays - IBNR Funding	\$0	\$0	\$0	\$0
Employee Pays	\$55	\$132	\$188	\$3,121,947
<b>State Portion</b>				
Base Actuarial Rate	\$467	\$829	\$1,213	\$21,198,213
ERRP Funds Pay - State	\$0	\$0	\$0	\$0
Program Reserves Pay	\$0	\$0	\$0	\$0
Funding Gap	\$0	\$0	\$0	\$0
State Pays - IBNR Funding	\$0	\$0	\$0	\$0
State Pays	\$467	\$829	\$1,213	\$21,198,213
<b>Total</b>				
Base Actuarial Rate	\$522	\$961	\$1,401	\$24,320,160
ERRP Funds Pay - Total	\$0	\$0	\$0	\$0
Program Reserves Pay	\$0	\$0	\$0	\$0
Funding Gap	\$0	\$0	\$0	\$0
IBNR Funding	\$0	\$0	\$0	\$0
Total	\$522	\$961	\$1,401	\$24,320,160
<b>Summary Active Total</b>				
Enrollment	33,523	21,997	28,468	83,988
<b>Employee Portion</b>				
Base Actuarial Rate				\$155,452,705
ERRP Funds Pay - Employee				\$0
Employee Pays - IBNR Funding				\$1,933,759
Employee Pays				\$157,386,463
<b>State Portion</b>				
Base Actuarial Rate				\$882,900,299
ERRP Funds Pay - State				\$0
Program Reserves Pay				\$0
Funding Gap				\$0
State Pays - IBNR Funding				\$14,456,153
State Pays				\$897,356,452
<b>Total</b>				
Base Actuarial Rate				\$1,038,353,004
ERRP Funds Pay - Total				\$0
Program Reserves Pay				\$0
Funding Gap				\$0
IBNR Funding				\$16,389,912
Total				\$1,054,742,916

**FY2014 / FY2013**

	\$	%
<b>DIFFERENCE</b>		
Employee Portion		
Base Actuarial Rate	-\$1,412,758	-31.2%
ERRP Funds Pay - Employee	\$0	
Employee Pays - IBNR Funding	\$0	
Employee Pays	-\$1,323,333	-29.8%
<b>State Portion</b>		
Base Actuarial Rate	\$1,216,490	6.1%
ERRP Funds Pay - State	\$0	
Program Reserves Pay	\$0	
Funding Gap	\$0	
State Pays - IBNR Funding	\$0	
State Pays	\$1,586,493	8.1%
<b>Total</b>		
Base Actuarial Rate	-\$196,268	-0.8%
ERRP Funds Pay - Total	\$0	
Program Reserves Pay	\$0	
Funding Gap	\$0	
IBNR Funding	\$0	
Total	\$263,160	1.1%
<b>Summary Active Total</b>		
Employee Portion		
Base Actuarial Rate	\$8,668,429	5.9%
ERRP Funds Pay - Employee	\$0	
Employee Pays - IBNR Funding	\$1,933,759	
Employee Pays	\$14,046,775	9.8%
<b>State Portion</b>		
Base Actuarial Rate	\$85,225,581	10.7%
ERRP Funds Pay - State	\$0	
Program Reserves Pay	\$0	
Funding Gap	\$0	
State Pays - IBNR Funding	\$138,196,756	18.2%
State Pays		
<b>Total</b>		
Base Actuarial Rate	\$93,927,513	9.9%
ERRP Funds Pay - Total	\$0	
Program Reserves Pay	\$0	
Funding Gap	\$0	
IBNR Funding	\$16,389,912	
Total	\$152,277,035	16.9%