

Illustrations of Effect of Proposed Changes on Retirees

Current Retiree Over 65
Age in 2006 – 66
Years of Service – 20

No Reduction in Grant

	2007	2008
Monthly Grant - Current Plan	\$ 333	\$ 350
Monthly Grant - Proposed Plan	\$ 333	\$ 343
Premier Wellwise - pooled rates in 2007, split pool in 2008		
Retiree Only	\$ 320	\$ 384
Retiree Contribution - Current Grant	\$ -	\$ 34
Retiree Contribution - Proposed Grant	\$ -	\$ 41
Kaiser Sr. Advantage - pooled rates in 2007, split pool in 2008		
Retiree Only	\$ 211	\$ 234
Retiree Contribution - Current Grant	\$ -	\$ -
Retiree Contribution - Proposed Grant	\$ -	\$ -

* Over 60% of current retirees in the County’s health plans are over 65.

Illustrations of Effect of Proposed Changes on Retirees

**Current Retiree Over 65 Covering Dependent
Age in 2006 – 66
Years of Service – 20**

No Reduction in Grant

	2007	2008
Monthly Grant - Current Plan	\$ 333	\$ 350
Monthly Grant - Proposed Plan	\$ 333	\$ 343
Premier Wellwise - pooled rates in 2007, split pool in 2008		
Retiree + Spouse with Medicare	\$ 482	\$ 768
Retiree Contribution - Current Grant	\$ 149	\$ 418
Retiree Contribution - Proposed Grant	\$ 149	\$ 425
Kaiser Sr. Advantage - pooled rates in 2007, split pool in 2008		
Retiree + Spouse with Medicare	\$ 422	\$ 469
Retiree Contribution - Current Grant	\$ 89	\$ 119
Retiree Contribution - Proposed Grant	\$ 89	\$ 126

* Almost 50% of retirees over 65 cover dependents. Just over 600 retirees in Premier Wellwise cover dependents.

Illustrations of Effect of Proposed Changes on Retirees

Current Retiree Under 65
Age in 2006 – 63
Years of Service – 20

Grant reduced 50% when eligible for Medicare

	2007	2008
Age	64	65
Monthly Grant – Current Plan	\$ 333	\$ 350
Monthly Grant - Proposed Plan	\$ 333	\$ 171
 Premier Wellwise - pooled rates in 2007, split pool in 2008		
Retiree Only	\$ 663	\$ 384
Retiree Contribution - Current Grant	\$ 330	\$ 34
Retiree Contribution - Proposed Grant	\$ 330	\$ 213
 Kaiser/Kaiser Sr. Advantage - pooled rates in 2007, split pool in 2008		
Retiree Only	\$ 314	\$ 234
Retiree Contribution - Current Grant	\$ -	\$ -
Retiree Contribution - Proposed Grant	\$ -	\$ 63

* 1,964 current retirees under 65. Less than 20% elect Premier Wellwise. Kaiser, CIGNA and Premier Sharewell provide reasonable alternatives.

Illustrations of Effect of Proposed Changes on Retirees

Active Employee Retiring Under 60

**Grant reduced 15%
Reduced 50% when eligible for Medicare**

Age in 2007 – 58

Years of Service – 20

	2007	2008	2013	2014
Age	58	59	64	65
Monthly Grant - Current Plan	\$ 333	\$ 350	\$ 446	\$ 469
Monthly Grant - Proposed Plan	\$ 283	\$ 292	\$ 338	\$ 174
Premier Wellwise - pooled rates in 2007, split pool in 2008				
Retiree Only	\$ 663	\$ 1,015	\$ 1,491	\$ 592
Retiree Contribution - Current Grant	\$ 330	\$ 666	\$ 1,045	\$ 124
Retiree Contribution - Proposed Grant	\$ 380	\$ 724	\$ 1,153	\$ 418
Premier Sharewell - pooled rates in 2007, split pool in 2008				
Retiree Only	\$ 215	\$ 330	\$ 484	\$ 173
Retiree Contribution - Current Grant	\$ -	\$ -	\$ 38	\$ -
Retiree Contribution - Proposed Grant	\$ -	\$ 38	\$ 146	\$ -

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Kaiser/Kaiser Sr. Advantage - pooled rates in 2007, split pool in 2008					
Retiree Only	\$ 314	\$ 483	\$ 709	\$ 361	
Retiree Contribution - Current Grant	\$ -	\$ 133	\$ 263	\$ -	
Retiree Contribution - Proposed Grant	\$ 31	\$ 191	\$ 371	\$ 187	

Illustrations of Effect of Proposed Changes on Retirees

Active Employee Retiring Over 60

Grant increased 15%
Grant reduced 50% when eligible for Medicare

Age in 2007 – 62

Years of Service – 20

	2007	2008	2009	2010
Age	62	63	64	65
Monthly Grant - Current Plan	\$ 333	\$ 350	\$ 367	\$ 385
Monthly Grant - Proposed Plan	\$ 383	\$ 394	\$ 406	\$ 209
Premier Wellwise - pooled rates in 2007, split pool in 2008				
Retiree Only	\$ 663	\$ 1,015	\$ 1,117	\$ 460
Retiree Contribution – Current Grant	\$ 330	\$ 666	\$ 750	\$ 75
Retiree Contribution - Proposed Grant	\$ 280	\$ 621	\$ 711	\$ 251
Premier Sharewell - pooled rates in 2007, split pool in 2008				
Retiree Only	\$ 215	\$ 330	\$ 363	\$ 134
Retiree Contribution - Current Grant	\$ -	\$ -	\$ -	\$ -
Retiree Contribution - Proposed Grant	\$ -	\$ -	\$ -	\$ -

* 23% of current active employees (approximately 3,500) elect Premier Wellwise. Approximately 70% of active employees elect one of the available HMO plans with the remaining 7% electing Premier Sharewell.

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Kaiser/Kaiser Sr. Advantage - pooled rates in 2007, split pool in 2008				
Retiree Only	\$ 314	\$ 483	\$ 531	\$ 281
Retiree Contribution - Current Grant	\$ -	\$ 133	\$ 164	\$ -
Retiree Contribution - Proposed Grant	\$ -	\$ 89	\$ 125	\$ 72

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Monthly Grant - Current Plan	\$ 333	\$ 350	\$ 367	\$ 385
Monthly Grant - Proposed Plan	\$ 383	\$ 394	\$ 406	\$ 209
CIGNA - pooled rates in 2007, split pool in 2008				
Retiree Only	\$ 356	\$ 483	\$ 531	\$ 313
Retiree Contribution - Current Grant	\$ 23	\$ 133	\$ 164	\$ -
Retiree Contribution - Proposed Grant	\$ -	\$ 89	\$ 125	\$ 104

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