

TIME TO EXPLORE

Cleveland Metroparks

2020 Employee Benefits Renewal

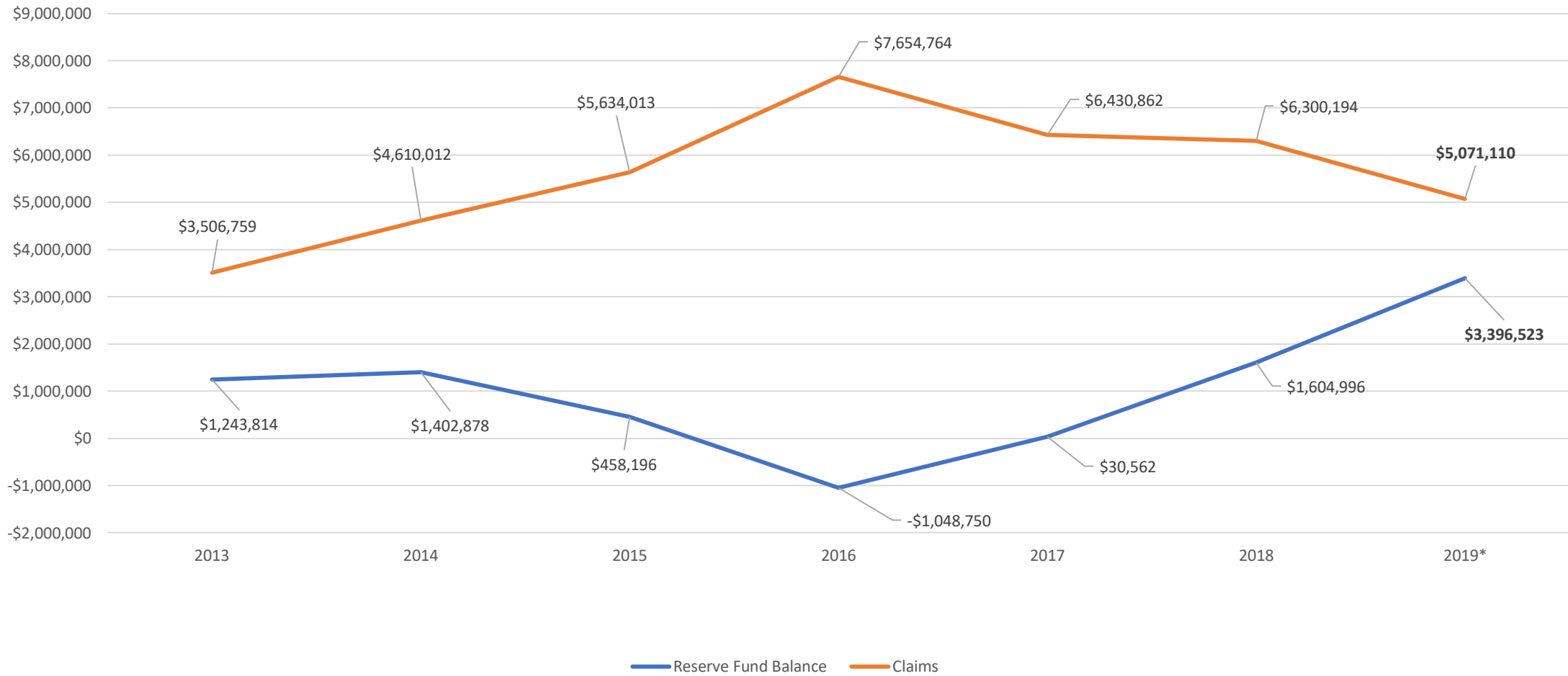
9/18/19 Board Meeting



Self-Insured Medical Plan

- Cleveland Metroparks pays all medical claims dollar for dollar up to the stop loss deductible threshold of \$175,000
- Cleveland Metroparks contracts with a medical insurance carrier (Cigna) for access to network discounts, claims management, and support programs
- Cleveland Metroparks offers three medical insurance plan options
 - Plan A – Buy-Up PPO
 - Plan B – Base PPO
 - Plan C – High Deductible Health Plan / Health Savings Account
- Employees contribute between 5% and 18% of premium cost depending on union status and plan choice

Self-Insured Medical Fund



2020 Health Insurance Renewal

- No Increase to Medical Premium
 - Expected → \$700K reserve allocation
 - Worst Case → \$600K reserve loss
- Stop-loss renewal with Cigna at less than 5% increase
- Fully-insured dental renewal at 2.8% increase
- Fully-insured vision renewal at 10% increase (\$5,500 per year)
- Fully-insured long-term disability renewal at flat rate