

Cleveland Public Library

Human Resources Committee

September 17, 2009

RESOLUTION FOR AFFORDABLE HEALTH CARE

- WHEREAS,** The Cleveland Public Library is facing significant economic challenges, and
- WHEREAS,** The Cleveland Public Library seeks to offer affordable health insurance to its eligible employees, and
- WHEREAS,** The initial renewal offer from United Health Care contained large rates increases for the Library and its employees, and
- WHEREAS,** The Library had its health insurance consultant Herbruck Alder, investigate the market to find health insurance at a more competitive rate which also offered employees choice in their selection of doctors, and
- WHEREAS,** The labor/management health care committee reviewed the findings of Herbruck Alder, and
- WHEREAS,** The Kaiser Added Choice, POS offers access to doctors from the Cleveland Clinic, University Hospitals and Metro Health, and
- WHEREAS,** The Kaiser Added Choice POS option rates are \$184,000 lower than the current cost, the Labor/Management health care committee chose Kaiser Added Choice POS as the better health insurance option, and therefore be it
- RESOLVED,** Be it resolved that Library management enter into a contract for Kaiser Added Choice, POS Plan.

**Cleveland Public Library
Total Plan Cost Analysis**

Option - Kaiser Full Replacement (A)						
	<u>UHC PPO</u>		<u>Kaiser HMO</u>		<u>Delta Dental</u>	
Employee	116	\$515.76	243	\$370.86	260	\$25.87
Family	<u>90</u>	\$1,340.99	<u>110</u>	\$971.13	<u>203</u>	\$66.74
	206		353		463	
Monthly Total		\$180,517		\$196,943		\$20,274
Annual Total		\$2,166,207		\$2,363,319		\$243,293
Total Annual Cost				\$4,772,820		
% change vs Current						
\$ change vs Current						

Option - Kaiser Full Replacement (B)						
	<u>Kaiser Advantage</u>		<u>Kaiser HMO</u>		<u>Delta</u> 2 year rate	
Employee	116	\$456.18	243	\$379.78	260	\$25.87
Family	<u>90</u>	\$1,194.55	<u>110</u>	\$994.49	<u>203</u>	\$66.74
	206		353		463	
Monthly Total		\$160,426		\$201,680		\$20,274
Annual Total		\$1,925,117		\$2,420,165		\$243,293
		-11.13%		2.41%		0.00%
Total Annual Cost				\$4,588,575		
% change vs Current				-3.86%		
\$ change vs Current				(\$184,245)		
<p>Kaiser as a Full Replacement, offering two (2) plans - Kaiser Advantage POS and Kaiser HMO. Kaiser Advantage POS allows access to University Hospitals and the Cleveland Clinic through the Emerald Health Network. Delta Dental plan changes to the Delta Passive PPO POS which will give a greater discount on claims when a member uses a Delta PPO provider.</p>						