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| **Executive Decision** | 1. **Whether to proceed with procuring AWC or PEBB as the Health Insurance Carrier for the RHA:**
* The Regional Homeless Authority qualifies for securing health insurance through 2 public options.
	+ Association of Washington Cities – AWC offers a comprehensive menu of options for health, vision and dental plans as well as EAP, long term disability and workers compensation for employees of the RHA. AWC has the capacity to operate benefits administration as well
	+ Public Employees Benefits Board – PEBB offers a more limited yet cost effective option
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Background & Context

**KCRHA must have Health and Wellness Benefits in place for all new hires.**

The HR team comprised of King County and City of Seattle Staff have researched 2 options for public employee health benefit programs. Both of the proposed programs will ensure KCRHA staff will have access to robust health and wellness insurance options similar to that which current county/city staff receive. In order to provide benefits to staff in October/November the KCRHA must begin the application & enrollment process in September.

Option 1: Association of Washington Cities

AWC offers a benefits trust program for Washington States Cities large and small to ensure public employees have access to quality health insurance at a competitive rate. The City of Seattle is a member of AWC and as such, sponsored the initial application request to be considered for enrollment into the AWC benefit trust program. Seattle City Council approved a resolution to sponsor the KCRHA in anticipation that the Implementation Board may want to explore this option for future employees. The AWC Board of Directors has approved the application for the KCRHA to opt into services.

Pros: Offers a robust array of health care plans for the KCRHA to select from including several Regence options and several Kaiser Permanente plans. Additionally AWC offers 2 dental options and a vision option, life insurance, LTD, EAP services & benefits administration processing. Cost is marginally lower that PEBB.

Cons: 3 year commitment to participate

Option 2: Public Employees Benefits Board

PEBB is offered through the Washington State Healthcare Authority and open to all public employees.

Pros: PEBB offers a selection of plans from Regence and Kaiser Permanente, dental, vision, life insurance and LTD.

Cons: PEBB does not offer EAP or benefits admin services and cost is a bit higher than AWC.

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| **AWC Monthly Rates for Selected Plans (no Employer contribution applied)** |
| **Benefit** | **Plan** | **Per Employee (subscriber)** | **Spouse** | **Child 1** | **Child 2** | **Additional children** | **Less expensive plan option available?** |
| **Medical HMO** | AWC Kaiser 200 | 631.99 | 621.44 | 317.1 | 317.1 | 0 | Yes |
| **Medical PPO** | AWC Regence 250 | 758.4 | 764.76 | 376.74 | 311.46 | 0 | Yes |
| **Dental PPO** | AWC Delta Dental Plan E | 48.69 | 41.84 | 58.34 | 0 | 0 | Yes |
| **Ortho** | AWC Delta Dental Ortho rider 3 | 1.23 | 1.82 | 18.73 | 0 | 0 | Yes |
| **Dental MCO** | AWC Willamette $15 copay(ortho included) | 54.69 | 50.79 | 68.54 | 0 | 0 | No |
| **Vision** | AWC VSP $10 copay | 9.54 | 9.52 | 9.52 | 0 | 0 | Yes |
| **EAP** | AWC EAP (3 free sessions) | 0 | 0 | 0 | 0 | 0 | No |
| **Life Insurance** | AWC Basic .15 per thousand of coverage |  |  |  |  | 0 | No |
| **LTD** | Highly customizable; rated by risk group |  |  |  |  |  | Yes |
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| **Common Benefits Package Scenarios** |  | **PEPM Cost** | **Family 2.4 Multiplier** | **Basic Life** | **AD&D** | **Est. Total Monthly Costs** |  |
| PPO Package | Regence/VSP/Delta + Ortho | 817.86 | 1962.864 | 22.5 | 4.21 | 1989.57 |  |
| HMO Package | Kaiser/VSP/Willamette | 696.22 | 1670.928 | 22.5 | 4.21 | 1697.64 |  |
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| **Notes** |  |  |  |  |  |  |  |
| Plans were selected based on similarity to City of Seattle or King County Benefits. If a less expensive plan option in that category is available, that is stated in Column H. |
| Basic Life is calculated per $150k annual salary. Rate is .15 per thousand of coverage |
| AD&D is calculated per $150k annual salary. Rate is .404% of monthly payroll. Benefit is highly customizable |

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| **PEBB Monthly Rates for Selected Plans (no Employer contribution applied)** |
| **Benefit** | **Plan** | **Per Employee (subscriber)** | **Employee + Spouse** | **Employee + Child(ren)** | **Employee, Spouse, Children** | **Less expensive plan option available?** |
| **Medical HMO** | Kaiser Permanente WA Classic | 913.45 | 1672.54 | 1482.77 | 2241.85 | HDHP only |
| **Medical PPO** | UMP Classic (Regence) | 841.02 | 1527.67 | 1356.01 | 2042.67 | HDHP & Limited network |
| **Dental PPO** | Uniform Dental Plan (Delta) | 0 | 0 | 0 | 0 | No |
| **Ortho** | Included in all dental plans | 0 | 0 | 0 | 0 | N/A |
| **Dental MCO** | Willamette Dental | 0 | 0 | 0 | 0 | No |
| **Vision** | Included in all medical plans | 0 | 0 | 0 | 0 | N/A |
| **EAP** | Not available from PEBB | N/A | N/A | N/A | N/A | N/A |
| **Life Insurance** | $35,000 Basic Life Insurance | 0 | 0 | 0 | 0 | See notes |
| **LTD** | 60% of the first $400 montly pay | 0 | 0 | 0 | 0 | See notes |
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| **Common Benefits Package Scenarios** |  | **PEPM Cost** | **Family 2.4 Multiplier** | **Basic Life** | **AD&D** | **Est. Total Monthly Costs** |
| PPO Package | UMP Clasic + Delta Dental | 841.02 | 2018.448 | 0 | 0 | 2018.448 |
| HMO Package | Kaiser + Willamette Dental | 913.45 | 2192.28 | 0 | 0 | 2192.28 |
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| **Notes:** |  |  |  |  |  |  |
| Plans were selected based on similarity to City of Seattle or King County Benefits. If a less expensive plan option in that category is available, that is stated in Column H. |
| The Basic Life and AD&D Insurance Benefit amounts are well below what is typically offered. Supplemental coverage is available. |