



PEIA Public Hearings for FY 2024 (July 2023 – June 2024)

November 2022

PEIA FY 2024 PLAN DISCUSSION - PREMIUMS

- State Fund Employees
 - No Change in '24
- Non-State Fund
 - 9.7% premium increase
- Non-Medicare Retirees
 - No Change
- Medicare Retirees – January 2024
 - No Change

PEIA FY 2024 PLAN DISCUSSION – PLAN YEARS 2025-2027

- Per WV Code, PEIA must provide a five-year plan
- Information for the years 2025 – 2027 reflect current estimates based on current plan design and information
- As per WV Code, each plan year will be reevaluated during the annual financial plan process

PEIA

Five Year Plan

WV PEIA Financial Plan FY 2022 - FY 2027

	2022	2023	2024	2025	2026	2027
Additional Employer Premium	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Increase	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Local Fund Premium Increase	\$ -	\$ 7,500,000	\$ 15,100,000	\$ 23,000,000	\$ 19,000,000	\$ 23,000,000
Increase	0.0%	5.1%	9.7%	13.4%	9.8%	10.8%
Employee Premium	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Increase	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
State Direct Transfer (State Budget Appropriations)	\$ 21,000,000	\$ 21,000,000	\$ 40,000,000	\$ 204,000,000	\$ 283,500,000	\$ 376,500,000
State Direct Transfer (PEIA Rainy Day Fund)	\$ -	\$ 31,000,000	\$ 74,000,000	\$ -	\$ -	\$ -
Board Decision Benefit Reduce/(Add) - Active State Medical				\$ -	\$ -	\$ -
Board Decision Benefit Reduce/(Add) - Active State Drugs						
Board Decision Benefit Reduce/(Add) - Active Local Medical						
Board Decision Benefit Reduce/(Add) - Active Local Drugs						
ACA PCORI Fees (Cost)	\$ (499,007)	\$ (495,175)	\$ (495,127)	\$ (495,127)	\$ (495,127)	\$ (495,127)
Pay Go Premium Transfer	\$ 74,847,859	\$ 60,000,000	\$ -	\$ 29,000,000	\$ 29,000,000	\$ 29,000,000
Total Fund	2022	2023	2024	2025	2026	2027
Beginning Reserve	245,525,012	152,074,575	103,473,910	111,479,908	120,961,878	132,549,680
Fiscal Year Results	(93,450,437)	(48,600,665)	8,005,998	9,481,970	11,587,803	14,458,738
Ending Reserve	<u>152,074,575</u>	<u>103,473,910</u>	<u>111,479,908</u>	<u>120,961,878</u>	<u>132,549,681</u>	<u>147,008,418</u>
Minimum Actuarial Reserve Required	<u>96,665,416</u>	<u>100,893,022</u>	<u>109,652,915</u>	<u>119,872,087</u>	<u>131,832,666</u>	<u>145,881,692</u>
PEIA Expenses	789,324,353	823,341,373	894,240,646	976,858,893	1,073,455,670	1,186,810,002
Reserve as a Percent of Expenses	19.3%	12.6%	12.5%	12.4%	12.3%	12.4%
State Fund	2022	2023	2024	2025	2026	2027
Beginning Reserve	192,300,320	119,804,037	82,375,010	89,517,446	97,219,015	106,753,426
Fiscal Year Results	(72,496,283)	(37,429,026)	7,142,436	7,701,570	9,534,411	11,427,009
Ending Reserve	<u>119,804,037</u>	<u>82,375,011</u>	<u>89,517,446</u>	<u>97,219,016</u>	<u>106,753,426</u>	<u>118,180,435</u>
Minimum Actuarial Reserve Required	<u>78,010,441</u>	<u>81,319,962</u>	<u>88,371,532</u>	<u>96,593,980</u>	<u>106,213,397</u>	<u>117,507,859</u>
PEIA Expenses	638,127,740	664,761,952	721,904,223	788,453,707	866,221,407	957,434,378
Reserve as a Percent of Expenses	18.8%	12.4%	12.4%	12.3%	12.3%	12.3%
Local Fund	2022	2023	2024	2025	2026	2027
Beginning Reserve	53,224,692	32,270,538	21,098,900	21,962,462	23,742,863	25,796,254
Fiscal Year Results	(20,954,154)	(11,171,639)	863,562	1,780,401	2,053,392	3,031,729
Ending Reserve	<u>32,270,538</u>	<u>21,098,899</u>	<u>21,962,462</u>	<u>23,742,863</u>	<u>25,796,255</u>	<u>28,827,983</u>
Minimum Actuarial Reserve Required	<u>18,654,975</u>	<u>19,573,060</u>	<u>21,281,384</u>	<u>23,278,107</u>	<u>25,619,269</u>	<u>28,373,832</u>
PEIA Expenses	151,196,613	158,579,421	172,336,423	188,405,186	207,234,263	229,375,625
Reserve as a Percent of Expenses	21.3%	13.3%	12.7%	12.6%	12.4%	12.6%
State Share	80.2%	80.2%	80.2%	80.2%	80.2%	80.2%
Employee Share	19.8%	19.8%	19.8%	19.8%	19.8%	19.8%
Growth In Program Expenses	0.7%	2.2%	1.2%	12.5%	9.6%	10.3%

RHBT

Five Year Plan

WV RHBT Financial Plan FY 2022 - FY 2027

	<u>2022</u>	<u>2023</u>	<u>2024</u>	<u>2025</u>	<u>2026</u>	<u>2027</u>
Retiree Premium Increase- Non-Medicare (Fiscal Year)	\$ 144,895	\$ -	\$ -	\$ 2,282,161	\$ 2,401,819	\$ 2,523,517
Increase	0.0%	0.0%	0.0%	10.0%	10.0%	10.0%
Retiree Premium Increase - Medicare (Calendar Year)	\$ (8,087,554)	\$ -	\$ -	\$ 6,374,615	\$ 7,171,111	\$ 8,065,797
Increase	-19.5%	0.0%	0.0%	10.0%	10.0%	10.0%
General Revenue Transfer (OPEB Funding)	\$ 30,000,000	\$ 30,000,000	\$ 30,000,000	\$ 30,000,000	\$ 30,000,000	\$ 30,000,000
General Revenue Transfer (Premium Offset)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Board Decision Benefit Reduce/(Add) - Retiree Non-Medicare						
Board Decision Benefit Reduce/(Add) - Retiree Medicare						
Board Decision Benefit Reduce/(Add) - Humana MAPD (Calendar Year)						
ACA PCORI Fees (Cost)	\$ (30,220)	\$ (30,088)	\$ (33,274)	\$ (36,435)	\$ (39,599)	\$ (42,768)
Pay Go Premium Transfer	\$ 74,847,859	\$ 60,000,000	\$ -	\$ 29,000,000	\$ 29,000,000	\$ 29,000,000

	<u>2022</u>	<u>2023</u>	<u>2024</u>	<u>2025</u>	<u>2026</u>	<u>2027</u>
Total RHBT Fund						
Beginning Reserve	\$ 1,673,023,134	\$ 1,624,971,153	\$ 1,774,389,760	\$ 1,861,235,835	\$ 1,973,619,791	\$ 2,085,850,637
Fiscal Year Results	(248,051,981)	138,500,541	163,775,984	170,366,083	178,879,953	187,391,698
Ending Total Reserve	1,624,971,153	1,774,389,760	1,861,235,835	1,973,619,791	2,085,850,637	2,195,929,255
Ending Premium Stabilization Reserve	\$ 268,106,504	\$ 279,024,570	\$ 202,094,660	\$ 144,112,533	\$ 77,463,426	\$ 150,346
Medicare Fund (Fiscal Year)						
Beginning Reserve	\$ 924,797,632	\$ 931,634,700	\$ 1,029,633,355	\$ 1,113,724,265	\$ 1,213,219,528	\$ 1,320,587,517
Fiscal Year Results	(154,935,761)	89,136,297	146,444,433	146,421,755	153,708,503	178,848,563
Ending Total Reserve	931,634,700	1,029,633,355	1,113,724,265	1,213,219,528	1,320,587,517	1,437,050,950
Ending Premium Stabilization Reserve	\$ 209,264,435	\$ 218,126,792	\$ 155,773,269	\$ 108,846,777	\$ 62,506,264	\$ 121,134
Non-Medicare Fund						
Beginning Reserve	\$ 748,225,501	\$ 693,336,451	\$ 744,756,404	\$ 747,511,569	\$ 760,400,261	\$ 765,263,118
Fiscal Year Results	(93,116,221)	49,364,244	17,331,552	23,944,327	25,171,450	8,543,135
Ending Total Reserve	693,336,451	744,756,404	747,511,569	760,400,261	765,263,118	758,878,303
Ending Premium Stabilization Reserve	\$ 58,842,069	\$ 60,897,777	\$ 46,321,391	\$ 35,265,756	\$ 14,957,162	\$ 29,212
*Actuarial Accrued Liability	\$ 1,736,270,764	\$ 1,756,185,713	\$ 1,767,903,755	\$ 1,770,059,292	\$ 1,767,235,505	\$ 1,759,719,792
Funded Status	96.4%	92.5%	100.4%	105.2%	111.7%	118.5%
Growth In Program Expenses	-27.4%	5.4%	9.8%	9.4%	9.4%	10.0%
Retiree Subsidy	\$ 76,429,677	\$ 91,165,561	\$ 106,417,718	\$ 117,944,325	\$ 128,159,415	\$ 140,448,904
Percent Paid By Retiree	48.5%	42.1%	38.7%	38.0%	38.5%	38.8%

PEIA FY 2024 PLAN DISCUSSION- BENEFITS

- State Fund - Plan B deductibles and out of pockets adjusted to have amounts at each salary index vs. the current two levels
 - Plan B medical coinsurance, copays and prescription benefits will not change
- Plan C deductibles will increase to \$1,500 for employee only and \$3,000 for employee with children and family policy tiers per IRS guidelines
- Addition of residential services benefit
- Mandatory participation in the SaveOnSP manufacturer assistance program for specialty prescriptions

PEIA FY 2024 PLAN DISCUSSION- BENEFITS – PLAN B PROPOSED CHANGES

Current PLAN B								
Salary Tie	Annual Deductible				Out-of-Pocket Maximum			
	Single	Children	Family	EE Family	Single	Children	Family	EE Family
1	\$ 725	\$ 1,450	\$ 1,450	\$ 1,450	\$ 3,000	\$ 6,000	\$ 6,000	\$ 6,000
2	\$ 725	\$ 1,450	\$ 1,450	\$ 1,450	\$ 3,000	\$ 6,000	\$ 6,000	\$ 6,000
3	\$ 725	\$ 1,450	\$ 1,450	\$ 1,450	\$ 3,000	\$ 6,000	\$ 6,000	\$ 6,000
4	\$ 725	\$ 1,450	\$ 1,450	\$ 1,450	\$ 3,000	\$ 6,000	\$ 6,000	\$ 6,000
5	\$ 1,225	\$ 1,950	\$ 1,950	\$ 1,950	\$ 3,000	\$ 6,000	\$ 6,000	\$ 6,000
6	\$ 1,225	\$ 1,950	\$ 1,950	\$ 1,950	\$ 3,000	\$ 6,000	\$ 6,000	\$ 6,000
7	\$ 1,225	\$ 1,950	\$ 1,950	\$ 1,950	\$ 3,000	\$ 6,000	\$ 6,000	\$ 6,000
8	\$ 1,225	\$ 1,950	\$ 1,950	\$ 1,950	\$ 3,000	\$ 6,000	\$ 6,000	\$ 6,000
9	\$ 1,225	\$ 1,950	\$ 1,950	\$ 1,950	\$ 3,000	\$ 6,000	\$ 6,000	\$ 6,000
10	\$ 1,225	\$ 1,950	\$ 1,950	\$ 1,950	\$ 3,000	\$ 6,000	\$ 6,000	\$ 6,000
Average	\$ 928	\$ 1,682	\$ 1,706	\$ 1,706	\$ 3,000	\$ 6,000	\$ 6,000	\$ 6,000

Proposed PLAN B								
Salary Tie	Annual Deductible				Out-of-Pocket Maximum			
	Single	Children	Family	EE Family	Single	Children	Family	EE Family
1	\$ 430	\$ 860	\$ 860	\$ 860	\$ 2,400	\$ 4,800	\$ 4,800	\$ 4,800
2	\$ 490	\$ 1,000	\$ 1,000	\$ 1,000	\$ 2,800	\$ 5,500	\$ 5,500	\$ 5,500
3	\$ 560	\$ 1,130	\$ 1,130	\$ 1,130	\$ 3,000	\$ 6,000	\$ 6,000	\$ 6,000
4	\$ 600	\$ 1,190	\$ 1,190	\$ 1,190	\$ 3,400	\$ 6,600	\$ 6,600	\$ 6,600
5	\$ 620	\$ 1,260	\$ 1,260	\$ 1,260	\$ 3,600	\$ 7,300	\$ 7,300	\$ 7,300
6	\$ 790	\$ 1,580	\$ 1,580	\$ 1,580	\$ 3,700	\$ 7,400	\$ 7,400	\$ 7,400
7	\$ 830	\$ 1,660	\$ 1,660	\$ 1,660	\$ 3,700	\$ 7,600	\$ 7,600	\$ 7,600
8	\$ 860	\$ 1,720	\$ 1,720	\$ 1,720	\$ 3,800	\$ 7,700	\$ 7,700	\$ 7,700
9	\$ 960	\$ 1,920	\$ 1,920	\$ 1,920	\$ 4,000	\$ 7,900	\$ 7,900	\$ 7,900
10	\$ 1,090	\$ 2,140	\$ 2,140	\$ 2,140	\$ 4,300	\$ 8,600	\$ 8,600	\$ 8,600
Average	\$ 620	\$ 1,275	\$ 1,320	\$ 1,320	\$ 3,264	\$ 6,634	\$ 6,736	\$ 6,736

PLAN B PROPOSED CHANGE CALCULATIONS

State Fund Employee Health - Employee Only

Salary	PPB Plan A	PPB Plan B	Annual Premium Savings	Deductible Savings	Out of Pocket Maximum Change	Total Changes
\$0 - \$28,100	\$ 64	\$ 44	\$ 235	\$ 295	\$ 600	\$ 1,130
\$28,101 - \$38,100	\$ 81	\$ 50	\$ 369	\$ 235	\$ 200	\$ 804
\$38,101 - \$44,100	\$ 88	\$ 53	\$ 417	\$ 165	\$ -	\$ 582
\$44,101 - \$50,100	\$ 94	\$ 55	\$ 466	\$ 125	\$ (400)	\$ 191
\$50,101 - \$58,100	\$ 109	\$ 61	\$ 576	\$ 605	\$ (600)	\$ 581
\$58,101 - \$70,600	\$ 132	\$ 71	\$ 734	\$ 435	\$ (700)	\$ 469
\$70,601 - \$83,100	\$ 146	\$ 78	\$ 820	\$ 395	\$ (700)	\$ 515
\$83,101 - \$108,100	\$ 176	\$ 90	\$ 1,027	\$ 365	\$ (800)	\$ 592
\$108,101 - \$133,100	\$ 219	\$ 127	\$ 1,103	\$ 265	\$ (1,000)	\$ 368
\$133,101 - +	\$ 249	\$ 150	\$ 1,191	\$ 135	\$ (1,300)	\$ 26

State Fund Health - Employee and Child(ren)

Salary	PPB Plan A	PPB Plan B	Annual Premium Savings	Deductible Savings	Out of Pocket Maximum Change	Total Changes
\$0 - \$28,100	\$ 127	\$ 74	\$ 638	\$ 590	\$ 1,200	\$ 2,428
\$28,101 - \$38,100	\$ 151	\$ 83	\$ 820	\$ 450	\$ 500	\$ 1,770
\$38,101 - \$44,100	\$ 160	\$ 87	\$ 881	\$ 320	\$ -	\$ 1,201
\$44,101 - \$50,100	\$ 174	\$ 91	\$ 991	\$ 260	\$ (600)	\$ 651
\$50,101 - \$58,100	\$ 208	\$ 113	\$ 1,138	\$ 690	\$ (1,300)	\$ 528
\$58,101 - \$70,600	\$ 250	\$ 146	\$ 1,251	\$ 370	\$ (1,400)	\$ 221
\$70,601 - \$83,100	\$ 283	\$ 166	\$ 1,398	\$ 290	\$ (1,600)	\$ 88
\$83,101 - \$108,100	\$ 346	\$ 208	\$ 1,657	\$ 230	\$ (1,700)	\$ 187
\$108,101 - \$133,100	\$ 410	\$ 262	\$ 1,772	\$ 30	\$ (1,900)	\$ (98)
\$133,101 - +	\$ 467	\$ 302	\$ 1,982	\$ (190)	\$ (2,600)	\$ (808)

State Employee Health - Family

Salary	PPB Plan A	PPB Plan B	Annual Premium Savings	Deductible Savings	Out of Pocket Maximum Change	Total Changes
\$0 - \$28,100	\$ 185	\$ 118	\$ 800	\$ 590	\$ 1,200	\$ 2,590
\$28,101 - \$38,100	\$ 234	\$ 145	\$ 1,069	\$ 450	\$ 500	\$ 2,019
\$38,101 - \$44,100	\$ 261	\$ 159	\$ 1,228	\$ 320	\$ -	\$ 1,548
\$44,101 - \$50,100	\$ 291	\$ 175	\$ 1,387	\$ 260	\$ (600)	\$ 1,047
\$50,101 - \$58,100	\$ 341	\$ 207	\$ 1,609	\$ 690	\$ (1,300)	\$ 999
\$58,101 - \$70,600	\$ 409	\$ 251	\$ 1,892	\$ 370	\$ (1,400)	\$ 862
\$70,601 - \$83,100	\$ 442	\$ 275	\$ 2,003	\$ 290	\$ (1,600)	\$ 693
\$83,101 - \$108,100	\$ 528	\$ 343	\$ 2,216	\$ 230	\$ (1,700)	\$ 746
\$108,101 - \$133,100	\$ 646	\$ 431	\$ 2,577	\$ 30	\$ (1,900)	\$ 707
\$133,101 - +	\$ 747	\$ 499	\$ 2,972	\$ (190)	\$ (2,600)	\$ 182

State Employee Health - Family with Employee Spouse

Salary	PPB Plan A	PPB Plan B	Annual Premium Savings	Deductible Savings	Out of Pocket Maximum Change	Total Changes
\$0 - \$28,100	\$ 148	\$ 91	\$ 688	\$ 590	\$ 1,200	\$ 2,478
\$28,101 - \$38,100	\$ 186	\$ 108	\$ 932	\$ 450	\$ 500	\$ 1,882
\$38,101 - \$44,100	\$ 209	\$ 123	\$ 1,030	\$ 320	\$ -	\$ 1,350
\$44,101 - \$50,100	\$ 228	\$ 133	\$ 1,140	\$ 260	\$ (600)	\$ 800
\$50,101 - \$58,100	\$ 270	\$ 155	\$ 1,385	\$ 690	\$ (1,300)	\$ 775
\$58,101 - \$70,600	\$ 325	\$ 189	\$ 1,631	\$ 370	\$ (1,400)	\$ 601
\$70,601 - \$83,100	\$ 365	\$ 219	\$ 1,755	\$ 290	\$ (1,600)	\$ 445
\$83,101 - \$108,100	\$ 460	\$ 295	\$ 1,981	\$ 230	\$ (1,700)	\$ 511
\$108,101 - \$133,100	\$ 579	\$ 383	\$ 2,354	\$ 30	\$ (1,900)	\$ 484
\$133,101 - +	\$ 668	\$ 451	\$ 2,603	\$ (190)	\$ (2,600)	\$ (187)

QUESTIONS AND PUBLIC COMMENTS

- Please limit your comments to 5 minutes.