



2010-2012 KingCare Health Benefits: TA Reached

March 3, 2009

Facing the fast-approaching departure of the Executive and an ever increasing budget deficit, the Joint Labor Management Insurance Committee (JLMIC) engaged in intense negotiations over the past two months to reach agreement on the 2010-2012 King County benefits package. The King County Coalition of Unions (Coalition) is happy to report that a tentative agreement has been reached and the next benefits package is strong.

Due to strong and consistent feedback from union membership, there will be no premium sharing. There are, however, increased out-of-pocket costs for employees who opt for King Care. However, the out-of-pocket max is the same and there will now be an out-of-pocket max on prescription drug benefits! Group Health employee costs will not change. An important gain was made in dental coverage -the dental care maximum was increased by \$500, from \$2000 to \$2500 per year per plan member.

Most importantly, the new benefits are securely in place for three years. Many more highlights are discussed below.

KingCare (Aetna) Medical –GOLD

	Current	New
Deductible	\$100/\$300	\$300/\$900
Annual Out of Pocket Maximum	\$800/\$1600	Current
Coinsurance	90%	85%
Rx Retail Copays	\$10/15/25	\$7/30/60
Rx Mail Order Copays	2x Retail*	2x Retail*
Rx Progressive Medication Therapy	Not included	12 Classes
Rx Annual Out of Pocket Maximum	Unlimited	\$1500
Employee Premium Share	\$0	\$0

CO-CHAIRS

BEHNAZ NELSON, IFPTE #17

DUSTIN FREDERICK, PSEU #519

COALITION MEMBERS

AFSCME COUNCIL 2

ATU #587

FIREFIGHTERS #2595

GCIU #767

IBEW #77

IFPTE #17

KING COUNTY
LABOR COUNCIL

OPEIU #8

PSEU #519

SEIU #925

TEAMSTERS #117

TEAMSTERS #174

TEAMSTERS #763

WSNA

JOINT CRAFTS COUNCIL

BOILERMAKERS #104

GCIU #767

HERE #8

IAM #289

IATSE #15

IBEW #46

LABORER'S UNION #1239

OPER. ENGRS. #286

OPER. ENGRS. #302

PACIFIC NW REGIONAL

COUNCIL OF CARPENTERS

PAINTERS DISTRICT CO #5

SHEETMETAL WORKERS #66

TEAMSTERS #117

KingCare (Aetna) Medical--SILVER

	Current (Network)	New
Deductible	\$300/\$900	\$600/\$1800
Annual Out of Pocket Maximum	\$1000/\$2000	Current
Coinsurance	80%	75%
Rx Retail Copays	\$10/15/25	\$7/30/60
Rx Mail Order Copays	2x Retail*	2x Retail*
Rx Progressive Medication Therapy	None	12 Classes
Rx Annual Out of Pocket Maximum	Unlimited	\$1500/member
Employee Premium Share	\$0	\$0

Kingcare (Aetna) Medical--BRONZE

	Current (Network)	New
Deductible	\$500/\$1500	\$800/\$2400
Annual Out of Pocket Maximum	\$1200/\$2400	Current
Coinsurance	80%	75%
Rx Retail Copays	\$10/15/25	\$7/30/60
Rx Mail Order Copays	2x Retail*	2x Retail*
Rx Progressive Medication Therapy	None	12 Classes
Rx Annual Out of Pocket Maximum	Unlimited	\$1500/member
Employee Premium Share	\$0	\$0

*The price for retail is provided in the table below.

KingCare (Aetna) Rx Co-pays

Drug Type	Retail (1 month supply)
Generic	\$7
Dispense as Written	\$22
Preferred Brand	\$30
Dispensed as Written	\$45
Non-preferred Brand	\$60

Group Health Medical and Prescription Drugs—GOLD

	2009 (GOLD)	2010-2012 (GOLD)
Annual Deductible	None	None
Office visit	\$20 copay	\$20 copay
Hospital inpatient	\$200 copay	\$200 copay
Annual out of pocket maximum	\$1000/person or \$2000/family	\$1000/person or \$2000/family
Prescription drugs	\$10 generic/\$20 preferred brand/\$30 non-preferred brand	\$10 generic/\$20 preferred brand/\$30 non-preferred brand

While the JLMIC recognized the reality of the budget situation, it wanted to ensure that the plan covers the same providers, medical services and levels of medical services as it currently does. Negotiating sessions were also steered by the overall desire to prevent premium sharing while not disproportionately shifting the costs onto the sickest of plan members. The committee felt it was important to retain benefit coverage that promotes employee health and prevention of disease, and to maintain the Healthy Incentives Program to improve people's health and reduce costs over time. The Coalition believes it has achieved these goals with this tentative agreement.

Although there are out-of-pocket increases in many areas of the King Care plan, employees have the option to keep 2009 out-of-pocket expense levels by staying with or joining Group Health, which has not increased its costs.

BENEFIT ACCESS FEE: The benefit access fee will increase from \$35 per month to \$50 per month. This is the charge that is in place for King County employees whose spouse or domestic partner has access to medical benefits through his/her employer but instead opts to be covered by King County. Spouses and domestic partners who do not have benefit access through another employer will continue to not pay any surcharge.

REOPENING HEALTHY INCENTIVES ASSESSMENT FOR GOLD: In light of the changes made to the plan, the JLMIC thought it was only appropriate that members be given another chance to qualify for the Gold plan for 2010. Thus, the Healthy Incentives Assessment for gold has been reopened as of March 6, 2009, and the deadline has been extended to March 22, 2009. Employees and domestic partners must take the assessment online—no written opportunity will be provided. Coaches are available to provide guidance and feedback. As long as the online assessment is completed by March 22, 2009 and the follow-up is by June 30, 2009, plan members will qualify for Gold for 2010.

PROGRESSIVE MEDICATION PROGRAM: The County has switched to the Progressive Medication Program (PMP) in an effort to save money by facilitating the move from brand name drugs to therapeutically equivalent generics (which means the two drugs are identical at the clinical level). Progressive Medication is a program especially for people who take prescription drugs regularly

(maintenance medications) for ongoing conditions like pain and inflammation, high cholesterol, ulcer disease, sleep disorders, asthma, and high blood pressure. However, only members who have a new, first time prescription for a drug that is in one of the designated PMP therapy classes would be affected by this program. Anyone who is already taking a drug in one of the designated classes prior to 2010 can stay on that drug. For newly prescribed medications, doctors can go through a process to make sure you get the right drug for you, even if it is not a generic.

King County will provide more details soon on behalf of the JLMIC.