

**Self-Insurance Estimating Conference**  
**State Employees' Health Insurance Trust Fund**  
**Last conference held: July 26, 2007**

**Executive Summary**

The outlook for the State Employees' Health Insurance Trust Fund has improved somewhat from the February forecast. The projected 2007-08 ending balance of the fund gained from \$173.3 million to \$175.7 million, and the projected 2008-09 ending balance increased from \$2.2 million to \$60.7 million. The conference also adopted its first outlooks for 2009-10 and 2010-11, which show operating deficits of \$287.9 million and \$471.2 million, respectively.

There are significant changes projected in revenues to the trust fund (\$19.5 million in 2007-08 and \$91.6 million in 2008-09). The largest increase is as a result of an increase in premium rates of 5% effective in June of 2008, which results in higher income of \$5.3 million in 2007-08 and \$64.5 million in 2008-09. Additionally there are adjustments made for increasing employee enrollment projections and category fluctuations, which includes migration out of the TRICARE program, resulting in higher income of \$14.8 million in 2007-08 and \$21.2 million in 2008. Other smaller adjustments in revenues (including a decrease in the Tri-Care surplus) sum to -\$0.6 million in 2007-08 and \$5.9 million in 2008-09.

There are also significant increases to the expense forecasts (\$17.1 million in 2007-08 and \$35.5 million in 2008-09). PPO medical claims are projected to be \$7.9 million higher in 2007-08 and \$10.3 million higher in 2008-09, due to an increase in projected enrollment (\$2.3 million in 2007-08 and \$2.9 million in 2008-09) and the repeal of the Florida Motor Vehicle No-Fault law, effective October 1, 2007 (\$5.6 million in 2007-08 and \$7.4 million in 2008-09). HMO premiums are expected to be \$11.8 million higher in 2007-08 and \$18.3 million higher in 2008-09 due to increased projected enrollment and a higher than anticipated negotiated weighted-average premium increase for Plan Year 2008 (due partially to the repeal of the Florida Motor Vehicle No-Fault law, effective October 1, 2007). The PPO Prescription Drug Program claims are expected to be \$2.8 million lower in 2007-08 due to a decrease in the member population size and changes in utilization and generic dispensing, and \$6.6 million higher in 2008-09 due to an increase in projected utilization and a change in the member population size. The ASO fee is projected to be \$0.2 million higher in 2007-08 and \$0.3 million higher in 2008-09 due to an increase in projected enrollment.

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# **State Employees' Group Health Self-Insurance Trust Fund**

**Report on the Financial Outlook**  
**For the Fiscal Years Ending June 30, 2007 Through 2011**

**Presented July 26, 2007**

Prepared by: Florida Department of Management Services  
Division of State Group Insurance

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**STATE EMPLOYEES' GROUP HEALTH SELF-INSURANCE TRUST FUND**

**Exhibit I  
Financial Outlook  
By Fiscal Year  
(In Millions)**

	<u>FY 06-07</u>	<u>FY 07-08</u>	<u>FY 08-09</u>	<u>FY 09-10</u>	<u>FY 10-11</u>
	<u>Actual</u>	<u>Estimate <sup>(1)</sup></u>	<u>Estimate <sup>(1)</sup></u>	<u>Estimate <sup>(1)</sup></u>	<u>Estimate <sup>(1)</sup></u>
<b>BEGINNING CASH BALANCE</b>	\$ 175.8	\$ 200.1	\$ 175.7	\$ 60.7	\$ 0.0
<b>REVENUES:</b>					
Insurance Premiums:					
Employer	\$ 1,033.8	\$ 1,128.0	\$ 1,193.0	\$ 1,195.6	\$ 1,199.0
Employee	154.2	156.4	157.3	157.6	158.0
HSA Contributions <sup>(2)</sup>	0.9	0.8	0.8	0.8	0.8
COBRA	7.2	7.6	7.9	7.9	7.9
Early Retiree	51.9	53.7	58.1	58.1	58.3
Medicare	95.1	104.2	112.9	116.0	119.2
TRICARE Surplus <sup>(3)</sup>	5.6	2.6	0.0	0.0	0.0
Investment Interest	7.9	7.0	4.4	0.2	0.0
TPA Refunds	11.5	12.6	12.6	12.6	12.6
PBM Rebates	11.0	12.5	18.2	19.5	20.7
Pretax Trust Fund Transfer	17.0	22.0	19.0	19.0	19.0
Medicare Part D Subsidy	16.2	15.7	17.7	19.4	20.2
<b>TOTAL REVENUES</b>	\$ 1,412.3	\$ 1,523.1	\$ 1,601.9	\$ 1,606.7	\$ 1,615.7
<b>TOTAL CASH AVAILABLE</b>	\$ 1,588.1	\$ 1,723.2	\$ 1,777.6	\$ 1,667.4	\$ 1,615.7
<b>EXPENSES:</b>					
State PPO Plan: <sup>(3)</sup>					
Medical Claims	\$ 530.5	\$ 578.9 <sup>(4)</sup>	\$ 625.5 <sup>(4)</sup>	\$ 672.6 <sup>(4)</sup>	\$ 723.6 <sup>(4)</sup>
Prescription Drug Claims	214.6	230.7	249.3	267.4	282.9
ASO Fee	27.7	20.3	22.6	23.7	23.4
HMO Premium Payments <sup>(3)</sup>	607.3	709.2 <sup>(4)</sup>	811.1 <sup>(4)</sup>	922.2 <sup>(4)</sup>	1,048.6 <sup>(4)</sup>
HSA Deposits <sup>(2)</sup>	0.9	0.8	0.8	0.8	0.8
Operating Costs & Admin Assessment	3.0	4.0	4.0	4.0	4.0
Premium Refunds	3.9	3.5	3.5	3.5	3.5
Other Expenses	0.1	0.1	0.1	0.1	0.1
<b>TOTAL EXPENSES</b>	\$ 1,388.0	\$ 1,547.5	\$ 1,716.9	\$ 1,894.3	\$ 2,086.9
<b>EXCESS OF REVENUES OVER EXPENSES</b>	\$ 24.3	\$ (24.4)	\$ (115.0)	\$ (287.6)	\$ (471.2)
<b>ENDING CASH BALANCE</b>	\$ 200.1	\$ 175.7	\$ 60.7	\$ (226.9)	\$ (471.2)
<b>Average Enrollment by Plan</b>					
PPO Standard	103,014	102,091	101,074	99,805	98,587
PPO HIHP	729	768	768	768	768
HMO Standard	67,941	71,782	74,273	76,543	78,908
HMO HIHP	337	370	370	370	370
<b>Total</b>	<b>172,021</b>	<b>175,011</b>	<b>176,485</b>	<b>177,486</b>	<b>178,633</b>
<b>Average Enrollment by Coverage Type</b>					
Active Standard	136,248	138,438	139,165	139,458	139,836
Active HIHP	1,003	1,088	1,088	1,088	1,088
Cobra	1,091	1,080	1,080	1,080	1,080
Early Retiree	8,486	8,442	8,466	8,466	8,485
Medicare	25,193	25,963	26,686	27,394	28,144
<b>Total</b>	<b>172,021</b>	<b>175,011</b>	<b>176,485</b>	<b>177,486</b>	<b>178,633</b>
<b>TRICARE Enrollment</b>					
Active	889	484	0	0	0
Retiree	27	17	0	0	0
<b>Total</b>	<b>916</b>	<b>501</b>	<b>0</b>	<b>0</b>	<b>0</b>

<sup>(1)</sup> Actual results may differ from projected values with increasing likelihood of variance in future periods.

<sup>(2)</sup> Contributions approximate an equal split between employer and employee.

<sup>(3)</sup> Includes the estimated impact resulting from the federal prohibition to offer a TRICARE supplemental plan within an employer-sponsored salary reduction cafeteria plan, effective January 1, 2008.

<sup>(4)</sup> Includes the estimated impact resulting from the repeal of the Florida Motor Vehicle No-Fault law, effective October 1, 2007. (See Exhibits II & III for estimated impact for FYE 2008 and 2009.)

**Exhibit II**  
**Financial Outlook**  
**Fiscal Year 2007-08**  
(In Millions)

	(A) March '07	(B) July '07	(B) - (A) Difference
<b>BEGINNING CASH BALANCE</b>	\$ 200.1	\$ 200.1	\$ 0.0
<b>REVENUES:</b>			
Insurance Premiums:			
Employer	\$ 1,107.9	\$ 1,128.0	\$ 20.1
Employee	154.8	156.4	1.6
HSA Contributions <sup>(1)</sup>	0.8	0.8	0.0
COBRA	7.4	7.6	0.2
Early Retiree	55.4	53.7	(1.7)
Medicare	104.5	104.2	(0.3)
TRICARE Surplus <sup>(2)</sup>	6.0	2.6	(3.4)
Investment Interest	7.0	7.0	0.0
TPA Refunds	12.6	12.6	0.0
PBM Rebates	12.5	12.5	0.0
Pretax Trust Fund Transfer	19.0	22.0	3.0
Medicare Part D Subsidy	15.7	15.7	0.0
<b>TOTAL REVENUES</b>	<b>\$ 1,503.6</b>	<b>\$ 1,523.1</b>	<b>\$ 19.5</b>
<b>TOTAL CASH AVAILABLE</b>	<b>\$ 1,703.7</b>	<b>\$ 1,723.2</b>	<b>\$ 19.5</b>
<b>EXPENSES:</b>			
State PPO Plan: <sup>(2)</sup>			
Medical Claims	\$ 571.0	\$ 578.9 <sup>(3)</sup>	\$ 7.9
Prescription Drug Claims	233.5	230.7	(2.8)
ASO Fee	20.1	20.3	0.2
HMO Premium Payments <sup>(2)</sup>	697.4	709.2 <sup>(3)</sup>	11.8
HSA Deposits <sup>(1)</sup>	0.8	0.8	0.0
Operating Costs & Admin Assessment	4.0	4.0	0.0
Premium Refunds	3.5	3.5	0.0
Other Expenses	0.1	0.1	0.0
<b>TOTAL EXPENSES</b>	<b>\$ 1,530.4</b>	<b>\$ 1,547.5</b>	<b>\$ 17.1</b>
<b>EXCESS OF REVENUES OVER EXPENSES</b>	<b>\$ (26.8)</b>	<b>\$ (24.4)</b>	<b>\$ 2.4</b>
<b>ENDING CASH BALANCE</b>	<b>\$ 173.3</b>	<b>\$ 175.7</b>	<b>\$ 2.4</b>
<b>Average Enrollment by Plan</b>			
PPO Standard	101,822	102,091	269
PPO HIHP	727	768	41
HMO Standard	70,787	71,782	995
HMO HIHP	344	370	26
<b>Total</b>	<b>173,680</b>	<b>175,011</b>	<b>1,331</b>
<b>Average Enrollment by Coverage Type</b>			
Active Standard	136,868	138,438	1,570
Active HIHP	1,013	1,088	75
Cobra	1,052	1,080	28
Early Retiree	8,664	8,442	(222)
Medicare	26,083	25,963	(120)
<b>Total</b>	<b>173,680</b>	<b>175,011</b>	<b>1,331</b>
<b>TRICARE Enrollment</b>			
Active	965	484	(481)
Retiree	29	17	(12)
<b>Total</b>	<b>994</b>	<b>501</b>	<b>(493)</b>

<sup>(1)</sup> Contributions approximate an equal split between employer and employee.

<sup>(2)</sup> Includes the estimated impact resulting from the federal prohibition to offer a TRICARE supplemental plan within an employer-sponsored salary reduction cafeteria plan, effective January 1, 2008.

<sup>(3)</sup> Includes the estimated impact resulting from the repeal of the Florida Motor Vehicle No-Fault law, effective October 1, 2007. (State PPO plan \$5.6M and State-contracted HMO plans \$2.6M)

**Exhibit III**  
**Financial Outlook**  
**Fiscal Year 2008-09**  
(In Millions)

	(A) March '07	(B) July '07	(B) - (A) Difference
<b>BEGINNING CASH BALANCE</b>	\$ 173.3	\$ 175.7	\$ 2.4
<b>REVENUES:</b>			
Insurance Premiums:			
Employer	\$ 1,107.3	\$ 1,193.0	\$ 85.7
Employee	154.6	157.3	2.7
HSA Contributions <sup>(1)</sup>	0.8	0.8	0.0
COBRA	7.4	7.9	0.5
Early Retiree	56.7	58.1	1.4
Medicare	108.3	112.9	4.6
TRICARE Surplus <sup>(2)</sup>	6.0	0.0	(6.0)
Investment Interest	2.0	4.4	2.4
TPA Refunds	12.6	12.6	0.0
PBM Rebates	17.9	18.2	0.3
Pretax Trust Fund Transfer	19.0	19.0	0.0
Medicare Part D Subsidy	17.7	17.7	0.0
<b>TOTAL REVENUES</b>	<b>\$ 1,510.3</b>	<b>\$ 1,601.9</b>	<b>\$ 91.6</b>
<b>TOTAL CASH AVAILABLE</b>	<b>\$ 1,683.6</b>	<b>\$ 1,777.6</b>	<b>\$ 94.0</b>
<b>EXPENSES:</b>			
State PPO Plan: <sup>(2)</sup>			
Medical Claims	\$ 615.2	\$ 625.5 <sup>(3)</sup>	\$ 10.3
Prescription Drug Claims	242.7	249.3	6.6
ASO Fee	22.3	22.6	0.3
HMO Premium Payments <sup>(2)</sup>	792.8	811.1 <sup>(3)</sup>	18.3
HSA Deposits <sup>(1)</sup>	0.8	0.8	0.0
Operating Costs & Admin Assessment	4.0	4.0	0.0
Premium Refunds	3.5	3.5	0.0
Other Expenses	0.1	0.1	0.0
<b>TOTAL EXPENSES</b>	<b>\$ 1,681.4</b>	<b>\$ 1,716.9</b>	<b>\$ 35.5</b>
<b>EXCESS OF REVENUES OVER EXPENSES</b>	<b>\$ (171.1)</b>	<b>\$ (115.0)</b>	<b>\$ 56.1</b>
<b>ENDING CASH BALANCE</b>	<b>\$ 2.2</b>	<b>\$ 60.7</b>	<b>\$ 58.5</b>
<b>Average Enrollment by Plan</b>			
PPO Standard	100,639	101,074	435
PPO HIHP	727	768	41
HMO Standard	73,003	74,273	1,270
HMO HIHP	344	370	26
<b>Total</b>	<b>174,713</b>	<b>176,485</b>	<b>1,772</b>
<b>Average Enrollment by Coverage Type</b>			
Active Standard	136,765	139,165	2,400
Active HIHP	1,013	1,088	75
Cobra	1,052	1,080	28
Early Retiree	8,871	8,466	(405)
Medicare	27,012	26,686	(326)
<b>Total</b>	<b>174,713</b>	<b>176,485</b>	<b>1,772</b>
<b>TRICARE Enrollment</b>			
Active	965	0	(965)
Retiree	29	0	(29)
<b>Total</b>	<b>994</b>	<b>0</b>	<b>(994)</b>

<sup>(1)</sup> Contributions approximate an equal split between employer and employee.

<sup>(2)</sup> Includes the estimated impact resulting from the federal prohibition to offer a TRICARE supplemental plan within an employer-sponsored salary reduction cafeteria plan, effective January 1, 2008.

<sup>(3)</sup> Includes the estimated impact resulting from the repeal of the Florida Motor Vehicle No-Fault law, effective October 1, 2007. (State PPO plan \$7.4M and State-contracted HMO plans \$5.6M)

Exhibit IV  
**Comparison of Financial Outlooks**  
**Fiscal Year 2007-08**  
(In Millions)

**\$ 173.3 Previous Ending Cash Balance Forecast <sup>(1)</sup>**

19.5 Increase in Revenue Forecast

20.1 - Increase in Employer Insurance Premiums:

14.8 - Increase in projected employee enrollment and category fluctuation, including TRICARE migration  
(Projected enrollment from 137,881 to 139,526)

5.3 - Increase in premium rates of 5% effective June 2008

(0.2) Net decrease in Insurance Premiums for all other premium revenue categories

(3.4) - Decrease in the TRICARE Surplus due to the estimated impact of the federal prohibition to offer a TRICARE supplemental plan within an employer-sponsored salary reduction cafeteria plan effective January 1, 2008 (Projected enrollment from 994 to 501)

3.0 - Increase in the Pretax Trust Fund Transfer due to inadequate budget authority to fully transfer cash surpluses during FY 2006-07

17.1 Increase in Expense Forecast

7.9 - Increase in PPO Plan Medical Claims

2.3 - Increase due to an increase in projected enrollment  
(Projected enrollment from 102,549 to 102,859)

5.6 - Increase due to the repeal of the Florida Motor Vehicle No-Fault law, effective October 1, 2007

(2.8) - Decrease in PPO Plan Prescription Drug Claims due to a decrease in the member population size and changes in utilization and generic dispensing

0.2 - Increase in ASO Fee due to an increase in projected enrollment  
(Projected enrollment from 102,549 to 102,859)

11.8 - Increase in HMO Premium Payments

10.6 - Increase due to an increase in projected enrollment  
(Projected enrollment from 71,131 to 72,152)

1.2 - Increase due to the negotiated weighted-average premium increase for Plan Year 2008 (10.8%) being higher than projected (10.5%) <sup>(2)</sup>

**\$ 175.7 Current Ending Cash Balance Forecast**

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<sup>(1)</sup> March 2007

<sup>(2)</sup> Includes the estimated impact resulting from the repeal of the Florida Motor Vehicle No-Fault law, effective October 1, 2007.

**Exhibit V**  
**Comparison of Financial Outlooks**  
**Fiscal Year 2008-09**  
**(In Millions)**

<b>\$</b>	<b>2.2</b>	<b>Previous Ending Cash Balance Forecast <sup>(1)</sup></b>
	2.4	Increase in Beginning Cash Balance Forecast
	91.6	Increase in Revenue Forecast
		85.7 - Increase in Employer Insurance Premiums:
		21.2 - Increase in projected employee enrollment and category fluctuation, including TRICARE migration (Projected enrollment from 137,778 to 140,253)
		64.5 - Increase in premium rates of 5% effective June 2008
		9.2 Net increase in Insurance Premiums for all other premium revenue categories
		(6.0) - Decrease in the TRICARE Surplus due to the estimated impact of the federal prohibition to offer a TRICARE supplemental plan within an employer-sponsored salary reduction cafeteria plan effective January 1, 2008 (Projected enrollment from 994 to 0)
		2.4 - Increase in Investment Interest due to higher than projected cash balances
		0.3 - Increase in PBM Rebates due to an increase in projected utilization
	35.5	Increase in Expense Forecast
		10.3 - Increase in PPO Plan Medical Claims
		2.9 - Increase due to an increase in projected enrollment (Projected enrollment from 101,366 to 101,842)
		7.4 - Increase due to the repeal of the Florida Motor Vehicle No-Fault law, effective October 1, 2007
		6.6 - Increase in PPO Plan Prescription Drug Claims due to an increase in projected utilization and a change in the member population size
		0.3 - Increase in ASO Fee due to an increase in projected enrollment (Projected enrollment from 101,366 to 101,842)
		18.3 - Increase in HMO Premium Payments
		15.7 - Net increase due to an increase in net projected enrollment (Projected enrollment from 73,347 to 74,643)
		2.6 - Increase due to a higher premium base than projected for FY 2007-08 <sup>(2)</sup>
<b>\$</b>	<b>60.7</b>	<b>Current Ending Cash Balance Forecast</b>

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<sup>(1)</sup> March 2007

<sup>(2)</sup> Includes the estimated impact resulting from the repeal of the Florida Motor Vehicle No-Fault law, effective October 1, 2007.

**Exhibit VI**  
**Financial Outlook**  
**Fiscal Year 2006-07**  
(In Millions)

	(A)	(B)	(B) - (A)
	March '07	Actual	Difference
<b>BEGINNING CASH BALANCE</b>	\$ 175.8	\$ 175.8	\$ 0.0
<b>REVENUES:</b>			
Insurance Premiums:			
Employer	\$ 1,032.8	\$ 1,033.8	\$ 1.0
Employee	154.2	154.2	0.0
HSA Contributions <sup>(1)</sup>	0.8	0.9	0.1
COBRA	7.3	7.2	(0.1)
Early Retiree	51.5	51.9	0.4
Medicare	95.2	95.1	(0.1)
TRICARE Surplus	5.6	5.6	0.0
Investment Interest	7.0	7.9	0.9
TPA Refunds	11.6	11.5	(0.1)
PBM Rebates	11.0	11.0	0.0
Pretax Trust Fund Transfer	19.0	17.0	(2.0)
Medicare Part D Subsidy	16.4	16.2	(0.2)
<b>TOTAL REVENUES</b>	\$ 1,412.4	\$ 1,412.3	\$ (0.1)
<b>TOTAL CASH AVAILABLE</b>	\$ 1,588.2	\$ 1,588.1	\$ (0.1)
<b>EXPENSES:</b>			
State PPO Plan:			
Medical Claims	\$ 527.9	\$ 530.5	\$ 2.6
Prescription Drug Claims	217.8	214.6	(3.2)
ASO Fee	27.6	27.7	0.1
HMO Premium Payments	606.4	607.3	0.9
HSA Deposits <sup>(1)</sup>	0.8	0.9	0.1
Operating Costs & Admin Assessment	4.0	3.0	(1.0)
Premium Refunds	3.5	3.9	0.4
Other Expenses	0.1	0.1	0.0
<b>TOTAL EXPENSES</b>	\$ 1,388.1	\$ 1,388.0	\$ (0.1)
<b>EXCESS OF REVENUES OVER EXPENSES</b>	\$ 24.3	\$ 24.3	\$ 0.0
<b>ENDING CASH BALANCE</b>	\$ 200.1	\$ 200.1	\$ 0.0
<b>Average Enrollment by Plan</b>			
PPO Standard	103,028	103,014	(14)
PPO HIHP	712	729	17
HMO Standard	67,802	67,941	139
HMO HIHP	332	337	5
<b>Total</b>	<b>171,874</b>	<b>172,021</b>	<b>147</b>
<b>Average Enrollment by Coverage Type</b>			
Active Standard	136,076	136,248	172
Active HIHP	976	1,003	27
Cobra	1,106	1,091	(15)
Early Retiree	8,514	8,486	(28)
Medicare	25,202	25,193	(9)
<b>Total</b>	<b>171,874</b>	<b>172,021</b>	<b>147</b>
<b>TRICARE Enrollment</b>			
Active	888	889	1
Retiree	27	27	0
<b>Total</b>	<b>915</b>	<b>916</b>	<b>1</b>

<sup>(1)</sup> Contributions approximate an equal split between employer and employee.



**Exhibit VII**  
**Premium Rate Table**  
**Effective April 2007**

<b>ALL ENROLLEES (Excluding TRICARE Supplemental Plan)</b>							
Category	Coverage Type	PPO/HMO Standard			PPO/HMO HIHP		
		Employer	Enrollee	Total	Employer	Enrollee	Total
Full -Time Employees <sup>(1)</sup> (Monthly)	Single	377.86	50.00	427.86	377.86	15.00	392.86
	Family	787.60	180.00	967.60	787.60	64.30	851.90
	Spouse	967.60	0.00	967.60	851.90	0.00	851.90
Full -Time Employees <sup>(1)</sup> (Bi-Weekly)	Single	188.93	25.00	213.93	188.93	7.50	196.43
	Family	393.80	90.00	483.80	393.80	32.15	425.95
	Spouse	483.80	0.00	483.80	425.95	0.00	425.95
COBRA Participants <sup>(2)</sup> (Monthly )	Single	0.00	436.42	436.42	0.00	358.22	358.22
	Family	0.00	986.96	986.96	0.00	783.94	783.94
Early Retirees (Monthly)	Single	0.00	427.86	427.86	0.00	351.20	351.20
	Family	0.00	967.60	967.60	0.00	768.56	768.56
Medicare Participants <sup>(3)</sup> (Monthly)	(I) One Eligible	0.00	227.18	227.18	0.00	169.46	169.46
	(II) One Under/Over	0.00	655.04	655.04	0.00	562.34	562.34
	(III) Both Eligible	0.00	454.36	454.36	0.00	338.92	338.92

**Notes:**

(1) Premium contribution for Part-Time Employees is to be calculated as follows:

Step 1. State Contribution x FTE% = Calculated State Contribution

Step 2. Total Contribution - Calculated State Contribution = Employee Contribution

(2) Includes an additional 2% for administrative costs as permitted by federal regulations.

(3) The actual premium rate for Medicare participants enrolled in an HMO plan may differ from what is presented.

(4) The employer monthly HSA contribution of \$41.66/single (\$500 annually) and \$83.33/family (\$1,000 annually) is included in the listed employer rates.

<b>TRICARE Supplemental Health Insurance Plan</b>							
Category	Coverage Type	Biweekly Contribution			Monthly Contribution		
		Employer	Enrollee	Total	Employer	Enrollee	Total
Active Full-Time Employees <sup>(1)</sup>	Single	188.93	0.00	188.93	377.86	0.00	377.86
	Family	393.80	0.00	393.80	787.60	0.00	787.60
	Spouse <sup>(3)</sup>	393.80	0.00	393.80	787.60	0.00	787.60
COBRA Participants	Single <sup>(2)</sup>	N/A	N/A	N/A	0.00	61.20	61.20
	Family <sup>(2)</sup>	N/A	N/A	N/A	0.00	163.20	163.20
Early Retirees	Single	N/A	N/A	N/A	0.00	60.00	60.00
	Family	N/A	N/A	N/A	0.00	160.00	160.00

**Notes:**

(1) Premium contribution for a Part-Time Employee is to be calculated as follows:

Employer Contribution x FTE% = Calculated Employer Contribution

(2) Includes an additional 2% for administrative costs as permitted by federal regulations.

(3) Premium is shared equally between respective agencies.

**STATE EMPLOYEES' GROUP HEALTH SELF-INSURANCE TRUST FUND**

**Exhibit VIII  
Premium Rate Table  
Effective June 2008**

Category	Coverage Type	PPO/HMO Standard			PPO/HMO HIHP		
		Employer	Enrollee	Total	Employer	Enrollee	Total
Full -Time Employees <sup>(1)</sup> (Monthly)	Single	399.26	50.00	449.26	399.26	15.00	414.26
	Family	835.98	180.00	1,015.98	835.98	64.30	900.28
	Spouse	1,015.98	0.00	1,015.98	900.28	0.00	900.28
Full -Time Employees <sup>(1)</sup> (Bi-Weekly)	Single	199.63	25.00	224.63	199.63	7.50	207.13
	Family	417.99	90.00	507.99	417.99	32.15	450.14
	Spouse	507.99	0.00	507.99	450.14	0.00	450.14
COBRA Participants <sup>(2)</sup> (Monthly )	Single	0.00	458.25	458.25	0.00	380.05	380.05
	Family	0.00	1,036.30	1,036.30	0.00	833.29	833.29
Early Retirees (Monthly)	Single	0.00	449.26	449.26	0.00	372.60	372.60
	Family	0.00	1,015.98	1,015.98	0.00	816.95	816.95
Medicare Participants <sup>(3)</sup> (Monthly)	(I) One Eligible	0.00	238.54	238.54	0.00	179.80	179.80
	(II) One Under/Over	0.00	687.80	687.80	0.00	594.06	594.06
	(III) Both Eligible	0.00	477.08	477.08	0.00	359.60	359.60

**Notes:**

(1) Premium contribution for Part-Time Employees is to be calculated as follows:

Step 1. State Contribution x FTE% = Calculated State Contribution

Step 2. Total Contribution - Calculated State Contribution = Employee Contribution

(2) Includes an additional 2% for administrative costs as permitted by federal regulations.

(3) The actual premium rate for Medicare participants enrolled in an HMO plan may differ from what is presented.

(4) The employer monthly HSA contribution of \$41.66/single (\$500 annually) and \$83.33/family (\$1,000 annually) is included in the listed employer rates.

**Exhibit IX**  
**Abbreviations**

<b>ASO</b>	.....	Administrative Services Only
<b>COBRA</b>	.....	Consolidated Omnibus Budget Reconciliation Act
<b>DSGI</b>	.....	Division of State Group Insurance
<b>FTE</b>	.....	Full Time Equivalency
<b>FY</b>	.....	Fiscal Year
<b>HIHP</b>	.....	Health Investor Health Plan (i.e., High Deductible Health Plan)
<b>HMO</b>	.....	Health Maintenance Organization
<b>HSA</b>	.....	Health Savings Account
<b>PBM</b>	.....	Pharmacy Benefits Manager
<b>PPO</b>	.....	Preferred Provider Organization
<b>TPA</b>	.....	Third Party Administrator