

## WOODBURY COUNTY BOARD OF SUPERVISORS AGENDA ITEM(S) REQUEST FORM

Date: 12-3-2025 Weekly Agenda Date: 12-9-2025

**ELECTED OFFICIAL / DEPARTMENT HEAD / CITIZEN:** Ryan Ericson- Finance Director

**WORDING FOR AGENDA ITEM:**

Set the County's contribution rates to the Self-Health Insurance Fund

**ACTION REQUIRED:**

Approve Ordinance ☐

Approve Resolution ☐

Approve Motion ☒

Public Hearing ☐

Other: Informational ☐

Attachments ☒

**EXECUTIVE SUMMARY:**

County has made changes to the health insurance plans offered. Plans have gone from two tiers to four tiers. The rates insurance rates need to be set for the County's contribution.

**BACKGROUND:**

On 11-18-25 new HMO and PPO plans were approved. The plans went from two tiers to four tiers and premiums were set for the employees for each tier. The contribution rates for the County for each tier need to be set. The Self-Health fund is currently below the June 20th 2025 required amount of \$816,700.

**FINANCIAL IMPACT:**

For FY26, the proposed rates would increase the monthly contribution \$250k over current contributions. For the FY27 budget, the rates would increase the annual contribution by \$1.6 million or approximately 26% from current annual contribution.

**IF THERE IS A CONTRACT INVOLVED IN THE AGENDA ITEM, HAS THE CONTRACT BEEN SUBMITTED AT LEAST ONE WEEK PRIOR AND ANSWERED WITH A REVIEW BY THE COUNTY ATTORNEY'S OFFICE?**

Yes ☐ No ☒

**RECOMMENDATION:**

Approve contribution rates for each tier as proposed effective Jan 1, 2026 and approve contribution rates for the FY27 budget.

**ACTION REQUIRED / PROPOSED MOTION:**

- a) Effective Jan 1, 2026, set the County's contribution amounts to the actuarial rates.
- b) For FY27 budget, effective Jul 1, 2026, set the County's contribution amounts on the FY 2027 budget sheet included in the backup documentation.

Woodbury County  
Health Insurance Cost  
2026 Estimate

	FY25	Wellmark 48%	Adjusted 26%
Total Claims Paid & Fixed Costs	9,991,980	10,000,000	10,000,000
Less			
Stop Loss Reimbursement	(1,273,955)	(840,000)	(840,000)
Direct Pay - Retired	(196,324)	(250,000)	(250,000)
Pharmacy Rebate	(944,909)	(910,000)	(910,000)
Net Claims Paid & Fixed Costs	7,576,792	8,000,000	8,000,000
County Contribution	6,527,403	9,100,000	7,770,000
Employee Contribution	577,708	880,000	880,000
Total Contributions to Fund	7,105,111	9,980,000	8,650,000
Net Outflow/(Inflow)	471,681	(1,980,000)	(650,000)

# Medical | Contributions - Actuarial Rates

Current Plan Design - Assumes Same Employee Dollar Amount												
CURRENT						RENEWAL					EE Difference \$ / EE / % / ER	
Coverage Tier	Lives	Monthly Premium Amount	EE Monthly Contribution	ER Monthly Contribution	ER Monthly Percentage	Lives	Monthly Premium Amount	EE Monthly Contribution	ER Monthly Contribution	ER Monthly Percentage		
\$250 HMO						\$250 HMO CWA/Sheriff Deputies Only						
Employee Only:	22	\$702.52	\$56.98	\$645.54	92%	22	\$916.06	\$56.98	\$859.08	94%	\$0.00	2%
Employee + 1	0	\$0.00	\$0.00	\$0.00	0%	0	\$1,746.93		\$0.00	0%	\$0.00	0%
	0	\$0.00	\$0.00	\$0.00	0%	0	\$0.00	\$0.00	\$0.00	0%	\$0.00	0%
Employee + Family:	28	\$1,645.64	\$136.36	\$1,509.28	92%	28	\$2,784.82	\$136.36	\$2,648.46	95%	\$0.00	3%
TOTAL	50	\$61,533	\$5,072	\$56,462	92%	50	\$98,128	\$5,072	\$93,057	95%		
\$250 PPO						\$500 HMO						
Employee Only:	16	\$702.52	\$74.56	\$627.96	89%	15	\$883.60	\$75.00	\$808.60	92%	\$0.44	2%
Employee + Spouse:	0	\$1,645.64	\$172.20	\$1,473.44	90%	5	\$1,809.61	\$170.00	\$1,639.61	91%	-\$2.20	1%
Employee + Children:	0	\$1,645.64	\$172.20	\$1,473.44	90%	7	\$1,672.65	\$165.00	\$1,507.65	90%	-\$7.20	1%
Employee + Family:	36	\$1,645.64	\$172.20	\$1,473.44	90%	25	\$2,711.77	\$180.00	\$2,531.77	93%	\$7.80	4%
TOTAL	52	\$70,483	\$7,392	\$63,091	90%	52	\$101,805	\$7,630	\$94,175	93%		
No Plan 2025						\$500 PPO						
Employee Only:	89	\$767.76	\$95.94	\$671.82	88%	90	\$976.59	\$95.94	\$880.65	90%	\$0.00	3%
Employee + Spouse:	0	\$1,808.64	\$219.66	\$1,588.98	88%	52	\$2,000.06	\$195.00	\$1,805.06	90%	-\$24.66	2%
Employee + Children:	0	\$1,808.64	\$219.66	\$1,588.98	88%	27	\$1,848.68	\$185.00	\$1,663.68	90%	-\$34.66	2%
Employee + Family:	210	\$1,808.64	\$219.66	\$1,588.98	88%	130	\$2,997.15	\$285.00	\$2,712.15	90%	\$65.34	3%
TOTAL	299	\$448,145	\$54,667	\$393,478	88%	299	\$631,440	\$60,820	\$570,620	90%		
		\$580,162	\$67,131	\$513,031			\$831,373	\$73,521	\$757,852			
Total Enrollment						CURRENT					RENEWAL	
Per Employee Per Month						401					401	
Total Annual Premium						\$1,446.79					\$2,073.25	
Total Employee Annual Contributions						\$6,961,941					\$9,978,479	
Total Annual Premium Paid by Company						\$805,573					\$882,255	
\$ Change in Total Annual Premium						\$6,156,368					\$9,094,224	
% Change in Total Annual Premium											\$3,014,537	
\$ Change in Employee Annual Contribution											43%	
% Change in Employee Annual Contribution											\$76,682	
\$ Change in Total Annual Premium Paid by Company											10%	
% Change in Total Annual Premium Paid by Company											\$2,937,855	
											48%	

# Medical | Contributions - FY 2027 Budget

## Current Plan Design - Assumes Same Employee Dollar Amount

		CURRENT				RENEWAL					EE Difference \$ \EE / % \ER		
Coverage Tier	Lives	Monthly Premium Amount	EE Monthly Contribution	ER Monthly Contribution	ER Monthly Percentage	Lives	Monthly Premium Amount	EE Monthly Contribution	ER Monthly Contribution	ER Monthly Percentage			
\$250 HMO						\$250 HMO CWA/Sheriff Deputies Only							
Employee Only:	22	\$702.52	\$56.98	\$645.54	92%	22	\$701.20	\$56.98	\$644.22	92%	\$0.00	0%	
Employee + 1	0	\$0.00	\$0.00	\$0.00	0%	0	\$1,337.19		\$0.00	0%	\$0.00	0%	
	0	\$0.00	\$0.00	\$0.00	0%	0	\$0.00	\$0.00	\$0.00	0%	\$0.00	0%	
Employee + Family:	28	\$1,645.64	\$136.36	\$1,509.28	92%	28	\$2,131.64	\$136.36	\$1,995.28	94%	\$0.00	2%	
TOTAL	50	\$61,533	\$5,072	\$56,462	92%	50	\$75,112	\$5,072	\$70,041	93%			
\$250 PPO						\$500 HMO							
Employee Only:	16	\$702.52	\$74.56	\$627.96	89%	15	\$773.76	\$75.00	\$698.76	90%	\$0.44	1%	
Employee + Spouse:	0	\$1,645.64	\$172.20	\$1,473.44	90%	5	\$1,584.67	\$170.00	\$1,414.67	89%	-\$2.20	0%	
Employee + Children:	0	\$1,645.64	\$172.20	\$1,473.44	90%	7	\$1,464.73	\$165.00	\$1,299.73	89%	-\$7.20	-1%	
Employee + Family:	36	\$1,645.64	\$172.20	\$1,473.44	90%	25	\$2,304.15	\$180.00	\$2,124.15	92%	\$7.80	3%	
TOTAL	52	\$70,483	\$7,392	\$63,091	90%	52	\$87,387	\$7,630	\$79,757	91%			
No Plan 2025						\$500 PPO							
Employee Only:	89	\$767.76	\$95.94	\$671.82	88%	90	\$863.75	\$95.94	\$767.81	89%	\$0.00	1%	
Employee + Spouse:	0	\$1,808.64	\$219.66	\$1,588.98	88%	52	\$1,768.96	\$195.00	\$1,573.96	89%	-\$24.66	1%	
Employee + Children:	0	\$1,808.64	\$219.66	\$1,588.98	88%	27	\$1,635.07	\$185.00	\$1,450.07	89%	-\$34.66	1%	
Employee + Family:	210	\$1,808.64	\$219.66	\$1,588.98	88%	130	\$2,650.83	\$285.00	\$2,365.83	89%	\$65.34	1%	
TOTAL	299	\$448,145	\$54,667	\$393,478	88%	299	\$558,478	\$60,820	\$497,659	89%			
		\$580,162	\$67,131	\$513,031				\$720,977	\$73,521	\$647,456			

	CURRENT	RENEWAL
	401	401
Total Enrollment	401	401
Per Employee Per Month	\$1,446.79	\$1,797.95
Total Annual Premium	\$6,961,941	\$8,651,726
Total Employee Annual Contributions	\$805,573	\$882,255
Total Annual Premium Paid by Company	\$6,156,368	\$7,769,471
\$ Change in Total Annual Premium		\$1,689,785
% Change in Total Annual Premium		24%
\$ Change in Employee Annual Contribution		\$76,682
% Change in Employee Annual Contribution		10%
\$ Change in Total Annual Premium Paid by Company		\$1,613,103
% Change in Total Annual Premium Paid by Company		26.2%

Woodbury County  
Self Health Fund Activity Estimate - Using Current Year Averages  
County Contributions @ 26.5% Increase  
FY 2026

Month	Contributions			Wellmark Monthly Statement						Inc/(Dec)
	County	Employee	Total	Claims	Stop Loss	Direct Pay	Pharm Rebate	Fixed	Total	
July	495,496	61,070	556,566	544,685	(101,680)	(19,629)		117,368	540,744	15,823
Aug	499,102	61,398	560,500	708,468	(122,465)	(23,029)		118,248	681,222	(120,722)
Sep	495,308	60,970	556,278	684,566	(84,472)	(19,768)	(175,905)	117,368	521,788	34,490
Oct	490,495	60,363	550,858	666,401	(49,563)	(19,727)		115,801	712,913	(162,055)
Nov	490,058	60,325	550,383	645,632	(71,076)	(16,382)		118,283	676,457	(126,074)
Dec	585,000	61,000	646,000	650,000	(86,000)	(20,000)	(175,000)	117,000	486,000	160,000
Jan	645,000	73,000	718,000	650,000	(86,000)	(20,000)		140,000	684,000	34,000
Feb	645,000	73,000	718,000	650,000	(86,000)	(20,000)		140,000	684,000	34,000
Mar	645,000	73,000	718,000	650,000	(86,000)	(20,000)	(175,000)	140,000	509,000	209,000
Apr	645,000	73,000	718,000	650,000	(86,000)	(20,000)		140,000	684,000	34,000
May	645,000	73,000	718,000	650,000	(86,000)	(20,000)		140,000	684,000	34,000
Jun	645,000	73,000	718,000	650,000	(86,000)	(20,000)	(175,000)	140,000	509,000	209,000
Total	6,925,459	803,127	7,728,586	7,799,751	(1,031,257)	(238,535)	(700,905)	1,544,069	7,373,123	355,462
	89.6%	10.4%								
Actual Monthly Avg	495,100	60,950	556,051	651,030	(89,545)	(20,538)	(175,905)	117,196	614,167	(58,116)
Estimated Monthly Avg	577,122	66,927	644,049	649,979	(85,938)	(19,878)	(175,226)	128,672	614,427	29,622

Contributions for County and Employee are actual numbers for July - Nov.  
Contributions for Employee Jan-Jun is an estimate from Wellmark Plan Design  
Contributions for County Jan-Jun is an estimate from Wellmark Plan Design

Total Claims & Fixed 9,343,820

Wellmark data is actual for Jul - Nov. Monthly averages were used for Dec - Jun.  
Fixed costs are increasing by 19.5% in Jan 2026

Woodbury County  
Self Health Fund Activity Estimate - Using Current Year Averages  
County Contributions @ 48.0% Increase  
FY 2026

Month	Contributions			Wellmark Monthly Statement						Inc/(Dec)
	County	Employee	Total	Claims	Stop Loss	Direct Pay	Pharm Rebate	Fixed	Total	
July	495,496	61,070	556,566	544,685	(101,680)	(19,629)		117,368	540,744	15,823
Aug	499,102	61,398	560,500	708,468	(122,465)	(23,029)		118,248	681,222	(120,722)
Sep	495,308	60,970	556,278	684,566	(84,472)	(19,768)	(175,905)	117,368	521,788	34,490
Oct	490,495	60,363	550,858	666,401	(49,563)	(19,727)		115,801	712,913	(162,055)
Nov	490,058	60,325	550,383	645,632	(71,076)	(16,382)		118,283	676,457	(126,074)
Dec	585,000	61,000	646,000	650,000	(86,000)	(20,000)	(175,000)	117,000	486,000	160,000
Jan	755,000	73,000	828,000	650,000	(86,000)	(20,000)		140,000	684,000	144,000
Feb	755,000	73,000	828,000	650,000	(86,000)	(20,000)		140,000	684,000	144,000
Mar	755,000	73,000	828,000	650,000	(86,000)	(20,000)	(175,000)	140,000	509,000	319,000
Apr	755,000	73,000	828,000	650,000	(86,000)	(20,000)		140,000	684,000	144,000
May	755,000	73,000	828,000	650,000	(86,000)	(20,000)		140,000	684,000	144,000
Jun	755,000	73,000	828,000	650,000	(86,000)	(20,000)	(175,000)	140,000	509,000	319,000
Total	7,585,459	803,127	8,388,586	7,799,751	(1,031,257)	(238,535)	(700,905)	1,544,069	7,373,123	1,015,462
	90.4%	9.6%								
Actual Monthly Avg	495,100	60,950	556,051	651,030	(89,545)	(20,538)	(175,905)	117,196	614,167	(58,116)
Estimated Monthly Avg	632,122	66,927	699,049	649,979	(85,938)	(19,878)	(175,226)	128,672	614,427	84,622

Contributions for County and Employee are actual numbers for July - Nov.  
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Contributions for County Jan-Jun is an estimate from Wellmark Plan Design

Total Claims & Fixed 9,343,820

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Fixed costs are increasing by 19.5% in Jan 2026

Woodbury County  
Self Health Fund Activity Estimate - Using Prior Year Actuals  
County Contributions @ 26.5% Increase  
FY 2026

Month	Contributions			Wellmark Monthly Statement						Inc/(Dec)
	County	Employee	Total	Claims	Stop Loss	Direct Pay	Pharm Rebate	Fixed	Total	
July	495,496	61,070	556,566	544,685	(101,680)	(19,629)		117,368	540,744	15,823
Aug	499,102	61,398	560,500	708,468	(122,465)	(23,029)		118,248	681,222	(120,722)
Sep	495,308	60,970	556,278	684,566	(84,472)	(19,768)	(175,905)	117,368	521,788	34,490
Oct	490,495	60,363	550,858	666,401	(49,563)	(19,727)	-	115,801	712,913	(162,055)
Nov	490,058	60,325	550,383	645,632	(71,076)	(16,382)	-	118,283	676,457	(126,074)
Dec	585,000	61,000	646,000	837,361	(96,451)	(17,254)	(246,814)	118,283	595,125	50,875
Jan	645,000	73,000	718,000	627,364	-	(14,373)	-	141,000	753,991	(35,991)
Feb	645,000	73,000	718,000	686,266	-	(16,973)	-	141,000	810,293	(92,293)
Mar	645,000	73,000	718,000	640,783	(33,180)	(18,682)	-	141,000	729,921	(11,921)
Apr	645,000	73,000	718,000	823,706	(115,569)	(17,960)	(302,854)	141,000	528,323	189,677
May	645,000	73,000	718,000	767,053	(45,777)	(18,686)	-	141,000	843,590	(125,590)
Jun	645,000	73,000	718,000	653,021	(57,288)	(16,969)	(152,658)	141,000	567,106	150,894
Total	6,925,459	803,127	7,728,586	8,285,305	(777,521)	(219,432)	(878,231)	1,551,352	7,961,472	(232,887)
Monthly Avg	577,122	66,927	644,049	690,442	(64,793)	(18,286)	(87,823)	129,279	663,456	(19,407)

Contributions for County and Employee are actual numbers for July - Nov.  
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Contributions for County Jan-Jun is an estimate from Wellmark Plan Design

Total Claims & Fixed 9,836,657

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Self Health Fund Activity Estimate - Using Prior Year Actuals  
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FY 2026

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Nov	490,058	60,325	550,383	645,632	(71,076)	(16,382)	-	118,283	676,457	(126,074)
Dec	585,000	61,000	646,000	837,361	(96,451)	(17,254)	(246,814)	118,283	595,125	50,875
Jan	755,000	73,000	828,000	627,364	-	(14,373)	-	141,000	753,991	74,009
Feb	755,000	73,000	828,000	686,266	-	(16,973)	-	141,000	810,293	17,707
Mar	755,000	73,000	828,000	640,783	(33,180)	(18,682)	-	141,000	729,921	98,079
Apr	755,000	73,000	828,000	823,706	(115,569)	(17,960)	(302,854)	141,000	528,323	299,677
May	755,000	73,000	828,000	767,053	(45,777)	(18,686)	-	141,000	843,590	(15,590)
Jun	755,000	73,000	828,000	653,021	(57,288)	(16,969)	(152,658)	141,000	567,106	260,894
Total	7,585,459	803,127	8,388,586	8,285,305	(777,521)	(219,432)	(878,231)	1,551,352	7,961,472	427,113
Monthly Avg	632,122	66,927	699,049	690,442	(64,793)	(18,286)	(87,823)	129,279	663,456	35,593

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Total Claims & Fixed 9,836,657

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Fixed costs are increasing by 19.5% in Jan 2026



# Financial Analysis

Plan Name	Woodbury County	
Plan Year	7/1/24-6/30/25	
Funds on hand (prior year's A - B)		1,356,103
Total contributions (current year)		6,686,210
Interest earned on funds (current year)		0
Specific "stop-loss recoveries" (current year)		1,276,954
Aggregate "stop-loss recoveries" (current year)		0
Other sources of revenue (current year)		615,362
Total (A)		9,934,629
Claims paid (current year)		7,998,410
Third party administrator charge (current year)		147,963
Specific stop-loss premiums		971,410
Aggregate stop-loss premiums		0
Bonding expenses (current year)		0
Actuarial fees (current year)		0
Surplus Lines Tax (if applicable)		0
Other permitted expenses (IAC 35.20) (current year)		0
Total (B)		9,117,783
Funds on hand (current year's A - B)		816,846
Third party administrator expenses due and unpaid (current year)		0
Reinsurance premiums due and unpaid (current year)		0
Third party administrator claims due and unpaid (current year)		0
Reserve for incurred but unpaid claims (current year) *		816,700
Claims fluctuation reserve (included in Grand Total) (current ye		0
Estimated reinsurance stop-loss recoveries due and unpaid (curre		0
Total (C)		816,700
Grand Total (A-B-C)		146

\* Should include incurred but not reported, and reported claims not yet paid