Final Employer 2022 Premium Contribution Rates

Board of Trustees Meeting
December 1, 2021
On August 25, 2021, the State Health Plan Board of Trustees voted to APPROVE Employee rates, Employer rates and Retirement System Contribution rates within +/- 10% in comparison to the final approved budget.

On November 17, 2021, Governor Cooper signed into law the first full budget since 2017, S.L. 2021-180.

S.L. 2021-180 changed the rate structure FROM Active, Medicare Primary and Non-Medicare Primary members TO Active and Retiree members creating an imperfect translation of member groupings.

- Non-Medicare Rate approved $563.36 per month
- Medicare Rate approved $437.78 per month

Other Members (some 50% and 100% contributory; COBRA; Direct Bill, etc.)
- < 10,000 members

S.L. 2021-180 provides for the 3 main budget objectives for the Plan
- Provides an appropriate rate increase (~4% annual increase)
- Recoups revenue lost from previous budget bills (< 4%)
- Recoups Covid funds expended
S.L. 2021-180 Budget Impacts

• Employee rates adopted in August do not change

• “Other” Member (group created by rate structure change) rates adopted in August do not change

• Single Retirement System Contribution rate now set at $4,856.00 per fiscal year which recognizes the reduced cost enabled by the successful Medicare Advantage Plans

• $50 million has been allocated to the Unfunded Liability Solvency Reserve

• $215 million has been allocated to reimburse COVID-19 costs
2022 Revised Employer Premium Rates – Requires Board Vote

• Approve Active Employer Rate of $647.86 per month (a 15.0% increase)

• Approve Retirement Systems contributions for Retirees of $380.92 per month (a 17.6% decrease)

• Approve HDHP Employer amount of $177.07 per month (a 15.0% increase)