



# State of New Jersey

## State Health Benefits Program

Plan Year 2023 Rate Setting Recommendation  
Analysis

Dental Plans

As presented to the Commission on September 14, 2022

**AON**

# Table of Contents

Executive Summary ..... 1

Trend Analysis ..... 4

Financial Projections ..... 5

Rate Renewal Development and Assumptions ..... 6

Plan Year 2023 Premium Rates ..... 10

Exhibits

    Exhibit 1 – Recommended Renewal Increases ..... 11

    Exhibit 2A – State Active Enrollment Projections ..... 12

    Exhibit 2B – Local Active Enrollment Projections ..... 13

    Exhibit 2C – Retiree Enrollment Projections ..... 14

    Exhibit 2D – April 2022 SHBP Active Enrollment ..... 15

    Exhibit 2E – April 2022 SHBP Retiree Enrollment ..... 16

    Exhibit 3 – Trend Analysis ..... 17

    Exhibit 4 – Dental Financial Projections ..... 18

    Exhibit 5A – Plan Year 2023 Employee Monthly Premiums ..... 19

    Exhibit 5B – Plan Year 2023 Retiree Monthly Premiums ..... 20

About Aon ..... 21

# Executive Summary

The purpose of this analysis is to review the experience of the Dental Plans offered through the State Health Benefits Program (SHBP) to State Employees and Retirees, as well as Employees and Retirees of participating Local Employers, and recommend premium levels to support the Dental Plans for Plan Year 2023.

## Benefits Maintained by the SHBP

The SHBP Dental Program currently includes the following options:

- The self-insured Employee Dental Expense Plan (DEP), administered by Aetna, which covers State Active Employees and Active Employees of participating Local Employers;
- The self-insured Retiree Dental Expense Plan (DEP), administered by Aetna, which covers State Retirees and Retirees of participating Local Employers;
- The five fully-insured Employee Dental Plan Organizations (DPOs), which cover State Active Employees and Active Employees of participating Local Employers, and
- The five fully-insured Retiree Dental Plan Organizations (DPOs), which cover State Retirees and Retirees of participating Local Employers.

The rate renewal recommendations resulting for Plan Year 2023 are provided in Exhibit 1 and are summarized in the chart below. Aon’s Plan Year 2023 Dental Renewal Analysis does not include the impact of any pending or future federal or state legislation.

	<b>Actives</b>	<b>Retirees</b>
<b>Dental Expense Plan</b>	1.0%	0.1%
<b>DPO Plans</b>		
Aetna	0.0%	0.0%
Cigna	0.0%	0.0%
Healthplex	16.0%	16.0%
Horizon	0.0%	0.0%
MetLife	0.0%	0.0%

## Benefit and Network Changes

There have been no material plan design changes since Plan Year 2015. The DEP plan will continue to operate as a “true PPO” with cost sharing differences between in and out-of-network claims. No benefit changes are assumed in Plan Year 2023.

The SHBP Dental Plan completed an RFP process to review potential DPO vendors with new contracts effective 1/1/2015. As a result, Aetna, Cigna, Healthplex, Horizon, and MetLife were selected to provide these benefits for Plan Year 2015 and future years. Aetna, Cigna and MetLife have national DPO networks while Horizon and Healthplex are predominantly concentrated in New Jersey, with some coverage in adjacent counties in New York and Pennsylvania.

## Federal Mandates

ACA 9010: Section 9010 of the ACA imposed a Health Insurer Fee (HIF) on each covered entity engaged in the business of providing health insurance for United States health risks. The HIF has helped fund the federal subsidies given to lower-income families that may not have coverage. On January 22, 2018, Congress passed a spending bill which placed a moratorium on this tax in Plan Year 2019. As of December 20, 2019, the HIF is in place for Plan Year 2020, however this has been repealed beginning with Plan Year 2021.

Further Consolidated Appropriations Act, 2020: On December 20, 2019, the President signed an omnibus bill that included a repeal of the excise tax on high-cost employer-sponsored health coverage, the medical device excise tax, and the HIF. Although the excise tax has been twice delayed, it was scheduled to go into effect in 2022. The medical device excise tax was scheduled to expire on December 31, 2019. The HIF had a moratorium placed on it during 2019, went back into effect in 2020, and will be eliminated permanently beginning in 2021.

## COVID-19

The SHBP dental plan costs and utilization has been impacted by the worldwide COVID-19 pandemic. Aon's current guidance is to project the self-insured dental claims using actual 2021 claims data without normalization for the impacts of COVID-19.

Plan Year 2022 and 2023 estimates remain limited by unknown factors, including:

- Unforeseen economic and financial impact on employee plan utilization
- Increased severity of claims as a result of delayed treatment
- Spillover of delayed non-essential care from 2021 into 2022

The Plan Year 2023 premium recommendations provided in this analysis do not include any additional adjustments for COVID-19.

## Enrollment Changes

Exhibit 2 shows historical enrollment patterns among the SHBP Dental Plan offerings for Plan Years 2020 through 2022 and includes Aon's projection of Plan Year 2023 enrollment.

Plan Year 2022 enrollment is based on actual census data provided by the State through April 2022 and includes a projection of enrollment through December 2023. This projection assumes

that State Active enrollment will remain flat in Plan Year 2023. Local Education and Local Government Active enrollment is projected to increase 2.0% in 2023. State Retiree enrollment is projected to increase 1.0% in Plan Year 2023, Local Education Retiree enrollment is projected to increase 0.5%, and Local Government Retiree enrollment is projected to increase 2.0%. These increases are based on projected changes in the medical enrollment for Plan Year 2023.

The following are the Plan Year 2023 Dental Program’s enrollment projections:

	State	Local	Total
<b>Actives</b>			
Dental Expense Plan	56,749	4,848	61,597
DPOs	29,560	1,232	30,792
Total Active Dental	86,310	6,080	92,390
<b>Retirees</b>			
Dental Expense Plan	35,308	75,722	111,030
DPOs	5,035	7,484	12,518
Total Retiree Dental	40,342	83,206	123,548

Exhibits 2D and 2E show the April 2022 DEP and DPO enrollment for Actives and Retirees, respectively.

## Member Contributions

State Retirees in the dental plans pay 100% of the projected costs of the program. State Active Employees pay 50% of the projected costs. For Local Employees, actual contributions vary by Local Employer. No changes in member contributions are assumed for Plan Year 2023.

## Additional Disclosures

The projections in this analysis are measured on an incurred basis and are consistent with the assumptions and methodology disclosed herein. Future projections may differ significantly from the current projections presented in this analysis due to (but not limited to) such factors as the following:

- Plan experience differing from that anticipated by the economic or demographic assumptions;
- Changes in actuarial methods or in economic or demographic assumptions;
- Changes in plan provisions or applicable law.

This analysis contains the primary actuarial assumptions and methods used to develop the cost projections but may not include a comprehensive list of these methodologies and assumptions. Aon provided guidance with respect to these assumptions, and it is our belief that the assumptions represent reasonable expectations of anticipated plan experience.

## Trend Analysis

Exhibit 3 presents the trend recommendations for Plan Year 2023 for the Active and Retiree DEP. This exhibit compares the actual increase in SHBP DEP average claims with industry benchmarks (based on Aon's Trend Survey) for the same period, separately for Employees and Retirees.

SHBP Active DEP claim trends were approximately -17.1% in Plan Year 2020 and 22.8% in Plan Year 2021. SHBP Retiree DEP claim trends were approximately -18.5% in Plan Year 2020 and 21.1% in Plan Year 2021. The large decreases in 2020 are likely a result of utilization suppression due to COVID-19. The large increases in 2021 likely reflect a return to pre-COVID utilization. Aon is recommending 3.0% trend to project DEP claims for Actives and Retirees to Plan Year 2023, which is based on Aon internal trend guidance and trend recommendations provided by the DEP and DPO vendors.

## Financial Projections

**Active DEP** – For Plan Year 2021, favorable experience for the DEP resulted in a 7.2% premium gain of \$4.5M, compared to a projected \$3.7M gain in the Plan Year 2022 Renewal Analysis. Preliminary projections for Plan Year 2022 show a gain of 1.8% of Total Active DEP cost. The increase in the Plan Year 2021 and 2022 gain is due to favorable claims experience.

A 1.0% increase in premium rates for Plan Year 2023 is projected to result in no projected gain or loss for the Active Dental Expense Plan (i.e., plan costs equal to projected premiums).

**Retiree DEP** – For Plan Year 2021, favorable experience for DEP resulted in 7.0% premium gain of \$5.7M, compared to a projected \$3.5M gain in the Plan Year 2022 Renewal Analysis. Preliminary projections for Plan Year 2022 show a gain of 2.7% of total Retiree DEP cost. The increase in the Plan Year 2021 and 2022 gain is due to favorable claims experience.

A 0.1% increase in premium rates for Plan Year 2023 is projected to result in no projected gain or loss for the Retiree Dental Expense Plan (i.e., plan costs equal to projected premiums).

**Active and Retiree DPOs** – The DPOs are fully-insured, so the premiums represent a no-loss, no-gain basis for the State.

The table below summarizes the projected gains/(losses) in millions for Plan Years 2021, 2022 and 2023. These results assume that premiums are fully funded each year:

### Projected Gain / (Loss) \$ in Millions

	<u>PY 2021</u>	<u>PY 2022</u>	<u>PY 2023</u>
Employee Dental Expense	\$4.5	\$1.1	\$0.0
Retiree Dental Expense	\$5.7	\$2.3	\$0.0
DPOs	N/A	N/A	N/A
Total	\$10.2	\$3.4	\$0.0

# Rate Renewal Development and Assumptions

Exhibit 5 contains the premium tables for the Plan Year 2023 Dental Plan renewal.

## Dental Expense Plan Rating Methodology

Exhibit 4 shows the aggregate costs for Plan Years 2021, 2022 and 2023, separately for Active and Retired participants. Costs were projected separately for dental claims, administrative costs, investment income and aggregate premiums.

## Dental Claim Projection

1. Using incurred Plan Year 2021 claim data paid through March 2022 supplied by Aetna, completed incurred claims were estimated for Plan Year 2021.
2. Aggregate dental claims for each Plan Year were divided by the average subscribers for that Plan Year to get claims per subscriber.
3. Claims per subscriber were projected to Plan Years 2022 and 2023 using the projection trend listed in Exhibit 3.
4. Aggregate Plan Year 2023 premiums are the product of the projected Plan Year 2023 enrollment and the projected Plan Year 2023 premium rates.
5. Plan Year 2023 DEP premiums include projected costs for the following administrative expenses:
  - Aetna ASO fees, and
  - Investment income credit.



# Administrative Cost Projection

Plan Year 2023 administrative fees for the DEP plan will remain unchanged from Plan Year 2022. The Administrative Costs shown in Exhibit 4 are the contractual Aetna ASO fees multiplied by the projected enrollment for each year:

	<u>DEP ASO Fees PEPM</u>	
	<u>Actives</u>	<u>Retirees</u>
Plan Year 2021	\$1.74	\$1.74
Plan Year 2022	\$1.74	\$1.74
Plan Year 2023	\$1.74	\$1.74

# Investment Income

Investment Income for Plan Year 2021 reflects actual amounts (as provided by the State) credited to the Dental Plan. Investment Income for Plan Years 2022 and 2023 assumes no change from Plan Year 2021. Investment Income amounts are stated in Exhibit 4.

# DEP Rate Change Recommendation

1. Plan Year 2023 aggregate costs were calculated by summing projected costs for dental claims and administrative charges, reduced by investment income.
2. Plan Year 2023 Active aggregate projected costs are 1.0% greater than Plan Year 2022 Active premiums multiplied by Plan Year 2023 projected enrollment. Therefore, Aon is recommending a 1.0% premium rate increase for the Active Dental Expense Plan.
3. Plan Year 2023 Retiree aggregate projected costs are 0.1% greater than Plan Year 2022 Retiree premiums multiplied by Plan Year 2023 projected enrollment. Therefore, Aon is recommending a 0.1% premium rate decrease for the Retiree Dental Expense Plan.

## DPO Premiums

The Plan Year 2023 DPO premium increases are provided in the table below and in Exhibit 1.

DPO Plans	Actives	Retirees
Aetna	0.0%	0.0%
Cigna	0.0%	0.0%
Healthplex	16.0%	16.0%
Horizon	0.0%	0.0%
MetLife	0.0%	0.0%

## Incurred Basis

Plan Year 2023 projections are based on expected incurred claims and expenses for Plan Year 2023.

## Margin

DPO Plans: DPO rates have no additional margin since these plans are insured by the vendors.

Employee DEP: Active Employees pay half the projected cost of the Dental Plan with no deficit recovery. No margin is included in the renewal rates.

Retiree DEP: Retirees pay 100% of the premium with no deficit recovery. No margin is included in the rates.

## Enrollment Projections

Based on historical enrollment patterns and discussions with the State, the following table summarizes the projected enrollment for Plan Year 2023:

	DEP	DPO	Total
<b>Actives</b>			
State Employees	56,749	29,560	86,310
Local Employees	4,848	1,232	6,080
Total Active Employees	61,597	30,792	92,390
<b>Retirees</b>			
State Employees	35,308	5,035	40,342
Local Employees	75,722	7,484	83,206
Total Retired Employees	111,030	12,518	123,548
<b>Total</b>	<b>172,627</b>	<b>43,311</b>	<b>215,938</b>

## Trend Rates

Trend recommendations were developed by comparing the SHBP historical dental trend with industry expectations. The trend recommendation for Plan Year 2023 is 3.0% for Employees and Retirees.

## Data Assumptions

Claims: Aon received claims files from Aetna with claims paid through March 2022 and used this information in the renewal analysis.

Enrollment: Aon used actual census enrollment data provided by the State through April 2022 and projected census enrollment through December 2022 for the exposure units in the renewal calculations. It is assumed that the Plan Year 2023 State and Local enrollment in the dental plans is consistent with the enrollment projected for the medical plans.

# Plan Year 2023 Premium Rates

The DEP premiums were calculated by applying the percentage changes in Exhibit 1 to the Plan Year 2022 premium tables. The DPO premiums are those offered by the five DPOs.

The Plan Year 2023 DPO premiums reflect “savings” over the DEP which are shown below:

	<b>DPO Premium / DEP Premium</b>	
	Actives	Retirees
Aetna	50.6%	53.4%
Cigna	49.8%	55.4%
Healthplex	24.5%	24.8%
Horizon	42.3%	44.2%
MetLife	33.2%	33.6%

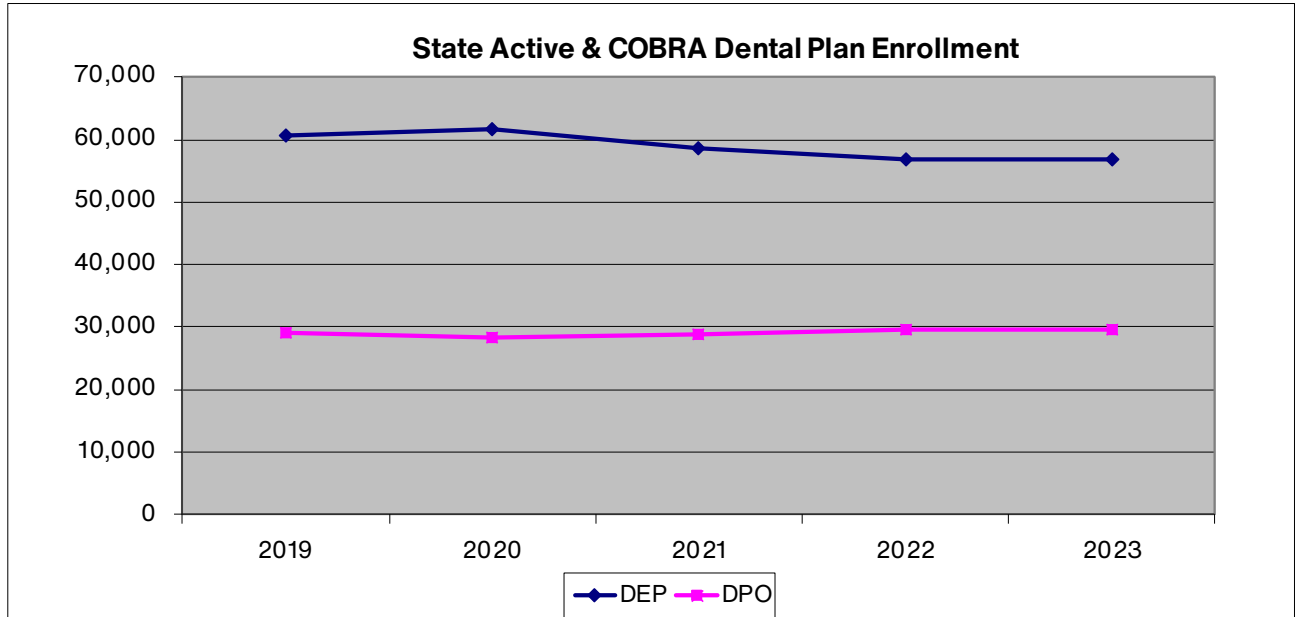
The Plan Year 2023 DPO premiums range from 24% to 55% of the DEP cost. When Active members enroll in a DPO, the reduced cost is shared by the employee and the employer, since Actives contribute 50% of the monthly premium. Retirees receive 100% of the cost savings since they contribute 100% of the cost of the Retiree dental program for both DEP and DPO.

## Exhibit 1 – Recommended Renewal Increases

The following table provides the Plan Year 2023 premium rate increases or decreases:

	<b>Actives</b>	<b>Retirees</b>
<b>Dental Expense Plan</b>	1.0%	0.1%
<b>DPO Plans</b>		
Aetna	0.0%	0.0%
Cigna	0.0%	0.0%
Healthplex	16.0%	16.0%
Horizon	0.0%	0.0%
MetLife	0.0%	0.0%

## Exhibit 2A – State Active Enrollment Projections



### Observations:

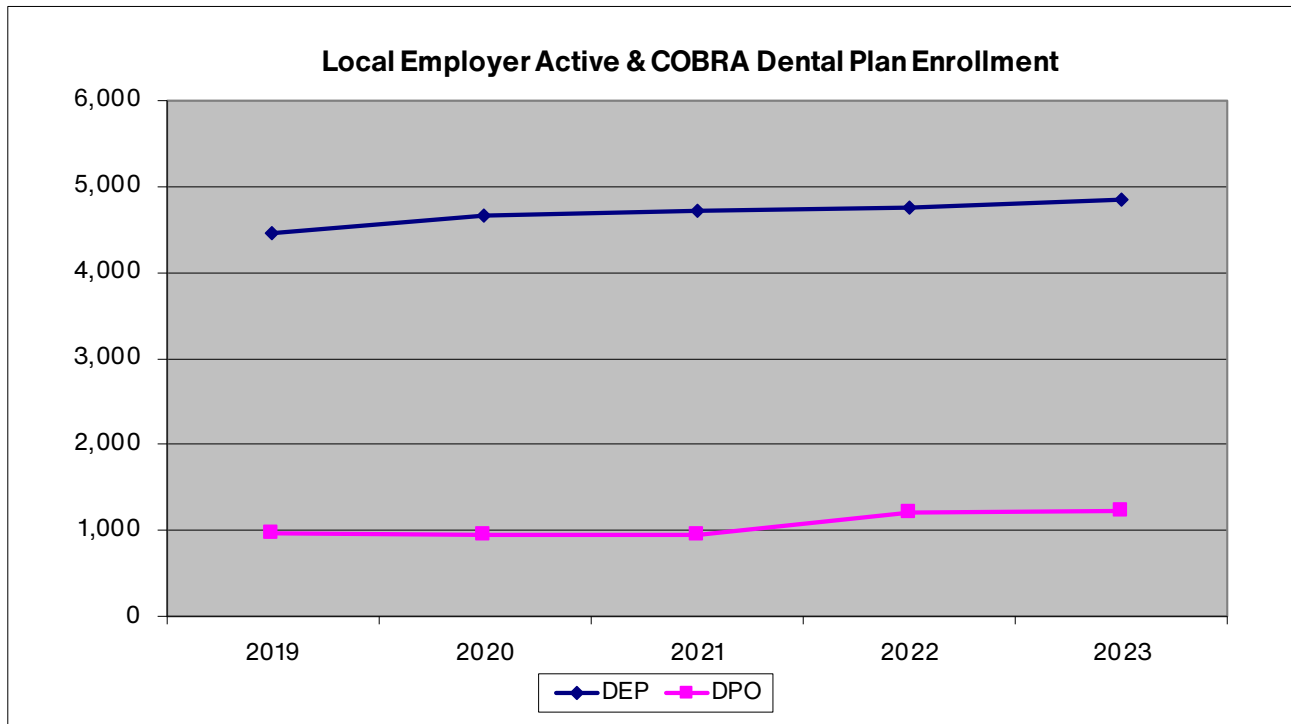
Total State Active Dental Plan Year 2021 and 2022 enrollment is based on monthly State census data through April 2022.

Dental Expense Plan Active enrollment decreased from 67.0% of total Dental enrollment in Plan Year 2021 to 65.8% in Plan Year 2022. Plan Year 2023 Active Dental Expense Plan enrollment is estimated to be 65.8% of total Dental enrollment.

Projected Plan Year 2023 Dental enrollment is 98% of projected Medical enrollment, which is consistent with Plan Year 2022.

	Annual Change in Enrollment			Projected Enrollment
	Actual 2020 to 2021	Actual 2021 to 2022	Projected 2022 to 2023	Plan Year 2023
Dental Expense Plan	(4.7%)	(3.3%)	0.0%	56,749
DPOs	2.0%	2.2%	0.0%	29,560
Total	(2.6%)	(1.5%)	0.0%	86,310

## Exhibit 2B – Local Active Enrollment Projections



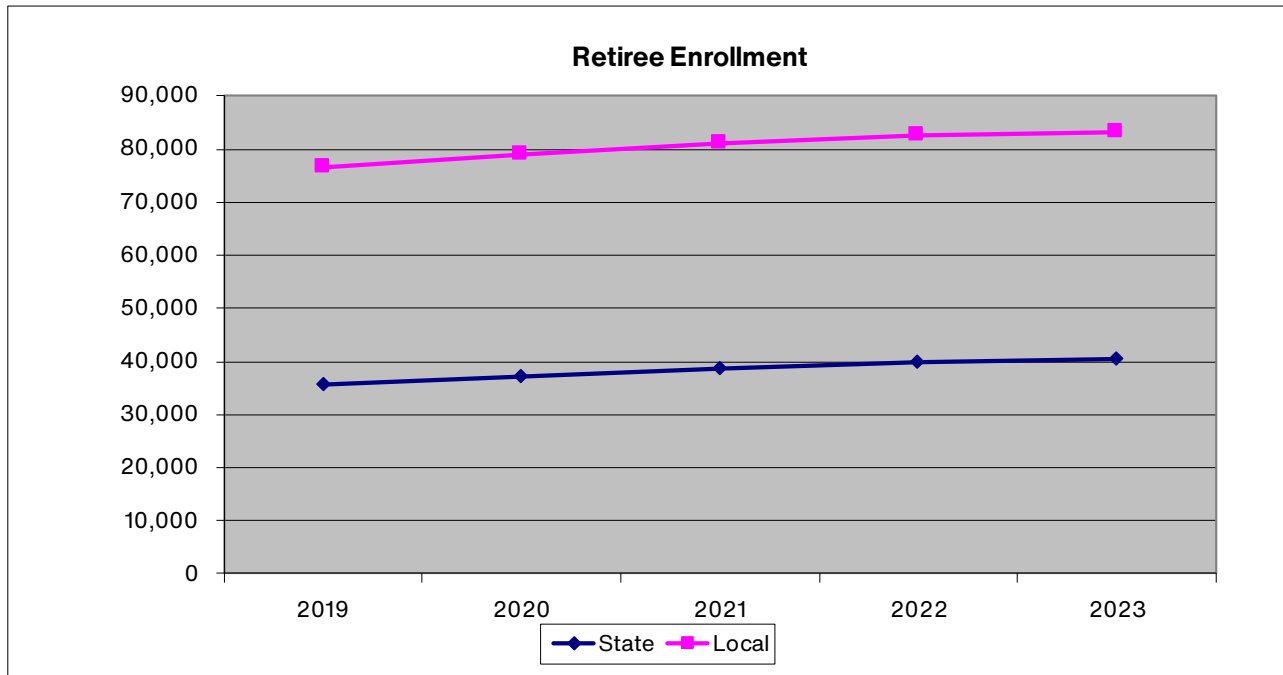
**Observations:**

Total Local Active Dental Plan Year 2021 and 2022 enrollment is based on monthly State census data through April 2022.

Local Active Dental enrollment is projected to increase in Plan Year 2023.

	Annual Change in Enrollment			Projected Enrollment
	Actual 2020 to 2021	Actual 2021 to 2022	Projected 2022 to 2023	Plan Year 2023
Dental Expense Plan	1.0%	0.9%	2.0%	4,848
DPOs	(0.3%)	27.5%	2.0%	1,232
Total	0.8%	5.3%	2.0%	6,080

## Exhibit 2C – Retiree Enrollment Projections



**Observations:**

Total Retiree Dental Plan Year 2021 and 2022 enrollment is based on monthly State census data through April 2022.

Plan Year 2023 enrollment is projected to increase 0.8%.

Plan Year 2023 Retiree Dental enrollment is projected to be 73% of State Retiree Medical enrollment and 55% of Local Employer Retiree Medical enrollment.

**Projected Plan Year 2023 Retiree Enrollment**

	DEP	DPO	Total
State	35,308	5,035	40,342
Local Employer	75,722	7,484	83,206
<b>Total Dental</b>	<b>111,030</b>	<b>12,518</b>	<b>123,548</b>

	Annual Change in Enrollment			Projected Enrollment
	Actual 2020 to 2021	Actual 2021 to 2022	Projected 2022 to 2023	Plan Year 2023
Dental Expense Plan	2.6%	2.0%	0.8%	111,030
DPOs	7.2%	5.5%	1.0%	12,518
<b>Total</b>	<b>3.0%</b>	<b>2.3%</b>	<b>0.8%</b>	<b>123,548</b>



## Exhibit 2D – April 2022 SHBP Active Enrollment

	Number of Contracts				
	Single	Member&Spouse /Partner	Family	Parent + Child(ren)	Total
<b>Dental Expense #399</b>	<b>19,042</b>	<b>9,966</b>	<b>19,737</b>	<b>7,785</b>	<b>56,530</b>
<b>STATE ACTIVES</b>					
<b>DPO Plans</b>					
Aetna #319	4,571	1,343	3,125	2,047	11,086
Cigna #305	2,580	725	1,716	864	5,885
Healthplex #307	935	229	280	263	1,707
Horizon #317	4,587	1,071	2,331	1,648	9,637
MetLife #320	673	133	318	135	1,259
<b>Total DPOs</b>	<b>13,346</b>	<b>3,501</b>	<b>7,770</b>	<b>4,957</b>	<b>29,574</b>
<b>Total</b>	<b>32,388</b>	<b>13,467</b>	<b>27,507</b>	<b>12,742</b>	<b>86,104</b>

	LOCAL EMPLOYER ACTIVES				
	Single	Member&Spouse /Partner	Family	Parent + Child(ren)	Total
<b>Dental Expense #399</b>	<b>1,587</b>	<b>848</b>	<b>1,763</b>	<b>557</b>	<b>4,755</b>
<b>DPO Plans</b>					
Aetna #319	167	61	135	45	408
Cigna #305	98	35	69	24	226
Healthplex #307	18	6	6	3	33
Horizon #317	221	65	115	83	484
MetLife #320	33	8	10	10	61
<b>Total DPOs</b>	<b>537</b>	<b>175</b>	<b>335</b>	<b>165</b>	<b>1,212</b>
<b>Total</b>	<b>2,124</b>	<b>1,023</b>	<b>2,098</b>	<b>722</b>	<b>5,967</b>

## Exhibit 2E – April 2022 SHBP Retiree Enrollment

	Number of Contracts				
	Single	Member&Spouse /Partner	Family	Parent + Child(ren)	Total
	<b>STATE RETIREES</b>				
<b>Dental Expense #399</b>	<b>16,729</b>	<b>13,440</b>	<b>3,422</b>	<b>1,403</b>	<b>34,994</b>
<b><u>DPO Plans</u></b>					
Aetna #319	1,123	859	329	200	2,511
Cigna #305	316	273	108	51	748
Healthplex #307	364	216	51	58	689
Horizon #317	394	315	105	69	883
MetLife #320	56	83	25	6	170
<b>Total DPOs</b>	<b>2,253</b>	<b>1,746</b>	<b>618</b>	<b>384</b>	<b>5,001</b>
<b>Total</b>	<b>18,982</b>	<b>15,186</b>	<b>4,040</b>	<b>1,787</b>	<b>39,995</b>
	<b>LOCAL EMPLOYER RETIREES</b>				
<b>Dental Expense #399</b>	<b>37,362</b>	<b>31,793</b>	<b>4,501</b>	<b>1,535</b>	<b>75,191</b>
<b><u>DPO Plans</u></b>					
Aetna #319	1,280	1,108	246	124	2,758
Cigna #305	361	426	120	39	946
Healthplex #307	147	96	42	19	304
Horizon #317	1,235	945	391	165	2,736
MetLife #320	281	296	93	29	699
<b>Total DPOs</b>	<b>3,304</b>	<b>2,871</b>	<b>892</b>	<b>376</b>	<b>7,443</b>
<b>Total</b>	<b>40,666</b>	<b>34,664</b>	<b>5,393</b>	<b>1,911</b>	<b>82,634</b>

### Exhibit 3 – Trend Analysis

	Actual		Aon Industry*	Difference between Actual and Aon Industry Trends	
	SHBP Employee Claim Increases	SHBP Retiree Claim Increases	PPO	SHBP Employee	SHBP Retiree
2019 to 2020 actual	(17.1%)	(18.5%)	3.5%	20.6%	(22.0%)
2020 to 2021 actual	22.8%	21.1%	4.6%	18.2%	16.5%
2021 to 2022 preliminary	3.0%	3.0%	3.0%	0.0%	0.0%
Projection Trend	3.0%	3.0%	3.0%	0.0%	0.0%

\* Aon Industry 2019 to 2020 actual and 2020 to 2021 actual trends remove the impact of COVID-19. Carrier data indicated that the impact of COVID reduced 2020 dental claims by ~17%.

## Exhibit 4 – Dental Financial Projections

	Actives			Retirees			Total		
	DEP	DPO	Total	DEP	DPO	Total	DEP	DPO	Total
<b>Plan Year 2021</b>									
Average Dental Subscribers	63,384	29,864	93,248	108,019	11,747	119,766	171,403	41,611	213,014
Incurred Claims	\$ 56,194,000	N/A	N/A	\$ 74,361,000	N/A	N/A	\$ 130,555,000	N/A	N/A
Administrative Fees	\$ 1,323,000	N/A	N/A	\$ 2,255,000	N/A	N/A	\$ 3,578,000	N/A	N/A
Investment Income	\$ (1,000)	N/A	N/A	\$ (18,000)	N/A	N/A	\$ (19,000)	N/A	N/A
Total Cost	\$ 57,516,000	N/A	N/A	\$ 76,598,000	N/A	N/A	\$ 134,114,000	N/A	N/A
Premium*	\$ 61,990,000	\$ 12,405,000	\$ 74,395,000	\$ 82,322,000	\$ 4,461,000	\$ 86,783,000	\$ 144,312,000	\$ 16,866,000	\$ 161,178,000
Gain (Loss)	\$ 4,474,000	N/A	N/A	\$ 5,724,000	N/A	N/A	\$ 10,198,000	N/A	N/A
<b>Plan Year 2022</b>									
Average Dental Subscribers	61,502	30,768	92,271	110,139	12,398	122,537	171,641	43,166	214,808
Incurred Claims	\$ 56,151,000	N/A	N/A	\$ 78,070,000	N/A	N/A	\$ 134,221,000	N/A	N/A
Administrative Fees	\$ 1,284,000	N/A	N/A	\$ 2,300,000	N/A	N/A	\$ 3,584,000	N/A	N/A
Investment Income	\$ (1,000)	N/A	N/A	\$ (18,000)	N/A	N/A	\$ (19,000)	N/A	N/A
Total Cost	\$ 57,434,000	N/A	N/A	\$ 80,352,000	N/A	N/A	\$ 137,786,000	N/A	N/A
Premium	\$ 58,516,000	\$ 12,296,000	\$ 70,812,000	\$ 82,624,000	\$ 4,586,000	\$ 87,210,000	\$ 141,140,000	\$ 16,882,000	\$ 158,022,000
Gain (Loss)	\$ 1,082,000	N/A	N/A	\$ 2,272,000	N/A	N/A	\$ 3,354,000	N/A	N/A
<b>Plan Year 2023</b>									
Average Dental Subscribers	61,597	30,792	92,390	111,030	12,518	123,548	172,627	43,311	215,938
Incurred Claims	\$ 57,919,000	N/A	N/A	\$ 81,053,000	N/A	N/A	\$ 138,972,000	N/A	N/A
Administrative Fees	\$ 1,286,000	N/A	N/A	\$ 2,318,000	N/A	N/A	\$ 3,604,000	N/A	N/A
Investment Income	\$ (1,000)	N/A	N/A	\$ (18,000)	N/A	N/A	\$ (19,000)	N/A	N/A
Total Cost	\$ 59,204,000	N/A	N/A	\$ 83,353,000	N/A	N/A	\$ 142,557,000	N/A	N/A
Premium	\$ 59,204,000	\$ 12,352,000	\$ 71,556,000	\$ 83,353,000	\$ 4,657,000	\$ 88,010,000	\$ 142,557,000	\$ 17,009,000	\$ 159,566,000
Gain (Loss)	\$ -	N/A	N/A	\$ -	N/A	N/A	\$ -	N/A	N/A

## Exhibit 5A – Plan Year 2023 Employee Monthly Premiums

<b><u>DENTAL PROVIDER ORGANIZATIONS (DPOs)</u></b>	<b><u>Premiums</u></b>	<b><u>Employee Contributions*</u></b>
<b>CIGNA (DPO #305)</b>		
SINGLE	\$20.72	\$10.36
Member & Spouse/Partner	\$36.03	\$18.02
FAMILY	\$58.91	\$29.46
PARENT & CHILD	\$43.67	\$21.84
<b>HEALTHPLEX (DPO #307)</b>		
SINGLE	\$10.18	\$5.09
Member & Spouse/Partner	\$17.71	\$8.86
FAMILY	\$28.94	\$14.47
PARENT & CHILD	\$21.45	\$10.73
<b>HORIZON DENTAL CHOICE (DPO #317)</b>		
SINGLE	\$17.58	\$8.79
Member & Spouse/Partner	\$30.57	\$15.29
FAMILY	\$49.99	\$25.00
PARENT & CHILD	\$37.04	\$18.52
<b>AETNA (DPO #319)</b>		
SINGLE	\$21.03	\$10.52
Member & Spouse/Partner	\$36.60	\$18.30
FAMILY	\$59.87	\$29.94
PARENT & CHILD	\$44.36	\$22.18
<b>METLIFE (DPO #320)</b>		
SINGLE	\$13.79	\$6.90
Member & Spouse/Partner	\$23.38	\$11.69
FAMILY	\$37.73	\$18.87
PARENT & CHILD	\$28.15	\$14.08
<b><u>EMPLOYEE DENTAL EXPENSE PLAN - #399</u></b>		
SINGLE	\$41.59	\$20.80
Member & Spouse/Partner	\$72.28	\$36.14
FAMILY	\$118.23	\$59.11
PARENT & CHILD	\$87.58	\$43.79

\* Based on 50% of each DPO's premium rate

## Exhibit 5B – Plan Year 2023 Retiree Monthly Premiums

<b><u>DENTAL PROVIDER ORGANIZATIONS (DPOs)</u></b>	<b><u>Premiums</u></b>	<b><u>Retiree Contributions</u></b>
<b>CIGNA (DPO #305)</b>		
SINGLE	\$22.71	\$22.71
Member & Spouse/Partner	\$43.34	\$43.34
FAMILY	\$77.79	\$77.79
PARENT & CHILD	\$69.01	\$69.01
<b>HEALTHPLEX (DPO #307)</b>		
SINGLE	\$10.18	\$10.18
Member & Spouse/Partner	\$17.71	\$17.71
FAMILY	\$28.94	\$28.94
PARENT & CHILD	\$21.45	\$21.45
<b>HORIZON DENTAL CHOICE (DPO #317)</b>		
SINGLE	\$18.11	\$18.11
Member & Spouse/Partner	\$31.48	\$31.48
FAMILY	\$51.51	\$51.51
PARENT & CHILD	\$38.14	\$38.14
<b>AETNA (DPO #319)</b>		
SINGLE	\$21.90	\$21.90
Member & Spouse/Partner	\$38.12	\$38.12
FAMILY	\$62.36	\$62.36
PARENT & CHILD	\$46.21	\$46.21
<b>METLIFE (DPO #320)</b>		
SINGLE	\$13.79	\$13.79
Member & Spouse/Partner	\$23.38	\$23.38
FAMILY	\$37.73	\$37.73
PARENT & CHILD	\$28.15	\$28.15
<b>RETIREE DENTAL EXPENSE PLAN - #398</b>		
SINGLE	\$41.01	\$41.01
Member & Spouse/Partner	\$80.91	\$80.91
FAMILY	\$105.45	\$105.45
PARENT & CHILD	\$60.98	\$60.98

## About Aon

Aon plc (NYSE:AON) is a leading global professional services firm providing a broad range of risk, retirement and health solutions. Our 50,000 colleagues in 120 countries empower results for clients by using proprietary data and analytics to deliver insights that reduce volatility and improve performance

Copyright 2022 Aon plc.