

BUFFALO ERIE NIAGARA LAND IMPROVEMENT CORPORATION

MEMORANDUM

TO: Board of Directors, Buffalo Erie Niagara Land Improvement Corporation
FROM: Brendan Mehaffy, Vice Chairperson
SUBJECT: **Resolution #: 2017-58** 2018 Health Insurance Coverage
DATE: December 21, 2017

DISCUSSION

BENLIC currently employs three full-time employees requesting health coverage for 2018. With two or more full-time employees, organizations in New York State such as BENLIC can obtain qualified health plans through the New York State of Health's Small Business Marketplace. The premiums of the qualified health plans offered through the NYS Health Small Business Marketplace are "community rates" and are set for any small organization in regions across the state. In 2017, BENLIC reimbursed qualified health care plans obtained by its employees through the NYS individual marketplace; the corporation contributed 85% of the monthly premium. The 2018 rates for the health plan (Blue Cross Blue Shield WNY [BCBSWNY] Gold level individual and individual and child) obtainable through the individual marketplace are on average 28% higher than 2017 plan. The comparable plan offered through a small business marketplace community rate, the BCBSWNY Gold Standard plan, has monthly plan premium rate increase of an average of 10%.

To evaluate its health insurance options, BENLIC staff used resources of the NYS Health Exchange and was additionally assisted by the firm of Walsh Duffield Companies as a broker. Walsh Duffield receives a commission not paid by BENLIC as a broker to assist small businesses in obtaining health insurance coverage; the commission does not impact the plan premiums as the premiums are established as community rates.

2018 BCBS of WNY Small Business Community Rate Premiums – Gold OON Dependent Max age 25:

- Employee Only: \$539.14 per month (\$485.27 BENLIC contribution) [2 employees]
- Employee + Child: \$916.53 per month (\$779.05 BENLIC contribution) [1 employee]

ACTION

The BENLIC Board of Directors is hereby requested to approve the following resolution:

RESOLVED, that the BENLIC Board of Directors approves the 2018 Health insurance plan program as described herein.