



NORTH CAROLINA GENERAL ASSEMBLY

2025 Session

Legislative Actuarial Note – Health Benefits

Short Title: 2025 Appropriations Act.
Bill Number: Senate Bill 257 (Second Edition)
Sponsor(s): Sen. Brent Jackson, Sen. Ralph Hise, and Sen. Michael V. Lee

SUMMARY TABLE

ACTUARIAL IMPACT OF S.B. 257, V.2 (\$ in thousands)

	<u>FY 2025-26</u>	<u>FY 2026-27</u>	<u>FY 2027-28</u>	<u>FY 2028-29</u>	<u>FY 2029-30</u>
State Impact					
State Health Plan Net Loss	-	-	-	-	-
NET STATE IMPACT	-	-	-	-	-

ACTUARIAL IMPACT SUMMARY

Section 9L.1 has a potential actuarial impact on the State Health Plan (Plan).

Section 9L.1: Modifies requirements for utilization review under Chapter 58 of the General Statutes. These requirements apply to the State Health Plan (Plan) because of the provisions of G.S. 135-48.24(b) and G.S. 135-48.30(a)(7).

Segal Consulting, the consulting actuary for the Plan, estimates that this section will have no cost impact on the Plan. The Segal Consulting estimate is used in the table near the top of this note.

Aon, the consulting actuary for the General Assembly, estimates that this section will have an impact on the Plan ranging from a net savings of \$800,000 per year to an additional net cost of \$1,375,000 per year.

ASSUMPTIONS AND METHODOLOGY

The actuarial analyses used by each respective consulting actuary are on file with the Fiscal Research Division. Copies of each respective consulting actuary's analysis, including assumptions, are also attached to the original copy of this Legislative Actuarial note.

Summary Information and Data about the State Health Plan (Plan)

The Plan administers health benefit coverage for active employees from employing units of State agencies and departments, universities, local public schools, and local community colleges. Eligible retired employees of authorized employing units may also access health benefit coverage under the



Plan. Eligible dependents of active and retired employees are authorized to participate in the Plan provided they meet certain requirements. Employees and retired employees of selected local governments and charter schools may also participate in the Plan under certain conditions.

The State finances the Plan on a self-funded basis and administers benefit coverage under a Preferred Provider Option (PPO) arrangement, with the exception of many Medicare-eligible retirees who are in fully-insured Medicare Advantage plans. The Plan's receipts are derived through premium contributions, investment earnings and other receipts. Premiums for health benefit coverage are paid by (1) employing agencies for active employees, (2) the Retiree Health Benefit Fund for retired employees, and (3) employees and retirees who participate in a plan with a non-zero premium or who elect dependent coverage. Benefit and premium changes are typically effective on January 1. The Plan's PPO benefit design includes two alternative benefit levels listed below:

- 1) The 70/30 Plan that offers higher out-of-pocket requirements in return for lower employee and retiree premiums, and
- 2) The 80/20 Plan that offers lower out-of-pocket requirements with higher employee and retiree premiums.

Medicare-eligible retirees are offered three alternative plans:

- 1) The 70/30 Plan as coverage secondary to Medicare for medical services plus a pharmacy benefit plan,
- 2) "Base" Medicare Advantage Prescription Drug Plan (MA-PDP) from Humana, that applies in-network out-of-pocket requirements at out-of-network providers
- 3) "Enhanced" MA-PDP, identical to the "Base" MA-PDP, except with lower co-pays and higher retiree premiums

The following tables provide a summary of the most common monthly premium rates for the Plan in 2025:

Active Employees and Non-Medicare Retirees (if Fully Subsidized)

	Employer Share		Employee/Retiree Share	
	Active	Retiree	Complete Tobacco Attestation	Do Not Complete Attestation
70/30 Plan	\$675	\$452	\$25 *	\$85 *
80/20 Plan	\$675	\$452	\$50	\$110

* \$0 for Non-Medicare Retirees

Medicare Retirees (if Fully Subsidized)

Medicare Advantage Plans

	Employer Share	Employee/Retiree Share
MA-PDP Base Plan	\$534	\$0
MA-PDP Enhanced Plan	\$534	\$67

Alternate Plan

	Employer Share	Employee/Retiree Share
Traditional 70/30 Plan	\$452	\$0

Dependents (paid by employee/retiree in addition to premiums above)

	All Dependents are Non-Medicare		One or More Medicare Dependents		
	70/30 Plan	80/20 Plan	MA-PDP Base	MA-PDP Enhanced	70/30 Plan
Employee/Retiree + Children	\$193	\$255	\$37	\$100	\$155
Employee/Retiree + Spouse	\$565	\$650	\$37	\$100	\$425
Employee/Retiree + Family	\$573	\$670	\$74	\$200	\$444

The employer share of premiums for retirees is paid from the Retiree Health Benefit Fund. During FY 2024-25, employers contribute 6.99% of active employee payroll into the Fund. Total contributions for the year are projected to be approximately \$1.5 billion.

Financial Condition

Projected Results for CY 2025 and CY 2026 – The following summarizes projected financial results for 2025 and 2026, based on financial experience through September 2024. The projection assumes an annual claims growth trend for medical claims of 6.0%, a trend for pharmacy claims of 9.5%, a 7.0% trend for pharmacy rebates, benefit provisions and member-paid premiums as adopted by the Board for 2025, 4% blended employer premium increases in FY 2025-26, and a \$126 per month premium for the Base MA Plan in CY 2026.



	(\$ millions)	
	Projected CY 2025	Projected CY 2026
Beginning Cash Balance	\$655.6	\$477.3
Receipts:		
Net Premium Collections	\$4,469.1	\$4,635.8
Medicare Subsidies	\$8.7	\$8.1
Investment Earnings	\$18.1	\$6.5
Total	\$4,495.9	\$4,650.4
Disbursements:		
Net Medical Claim Payment Expenses	\$3,369.6	\$3,546.0
Net Pharmacy Claim Payment Expenses	\$1,012.5	\$1,095.0
Medicare Advantage Premiums	\$90.8	\$312.1
Administration and Claims-Processing Expenses	\$201.3	\$181.6
Total	\$4,674.2	\$5,134.6
Net Operating Income (Loss)	(\$178.3)	(\$484.2)

Of the premiums paid in CY 2025, an estimated \$3.0 billion is derived from General Fund sources and an estimated \$0.1 billion is derived from Highway Fund sources.

Other Post Employment Benefit (OPEB) Liability

As of June 30, 2024, the State and related units of government had a Total OPEB Liability of \$37.7 billion and Plan Fiduciary Net Position (Assets) of \$3.7 billion, for a Net OPEB Liability of \$34.0 billion. Actual contributions for the year ending June 30 were \$1,484 million, far less than the actuarially determined contributions of \$2,653 million.

Other Information

Additional assumptions include Medicare benefit “carve-outs,” cost containment strategies including prior approval for certain medical services, utilization of the State Health Plan Network of providers, case and disease management for selected medical conditions, mental health case management, coordination of benefits with other payers, a prescription drug benefit manager with manufacturer rebates from formularies, fraud detection, and other authorized actions by the State Treasurer, Executive Administrator, and Board of Trustees to manage the Plan to maintain and improve the Plan's operation and financial condition where possible. Medical claim costs are expected to increase at a rate of 6% annually and pharmacy claim costs are expected to increase at a rate of 9.5% annually according to assumptions adopted by the Board of Trustees. The active population is projected to decrease by 0.3% per year, the pre-Medicare retiree population is projected to decrease by 2.5% per year and the Medicare-eligible retiree population is projected to increase by 3% per year.

Enrollment as of January 1, 2025

					Percent of Total
I. No. of Participants	70/30	80/20	Medicare Advantage	Total	
<u>Actives</u>					
Employees	123,991	169,455	-	293,446	38.9%
Dependents	89,072	87,090	-	176,162	23.4%
Sub-total	213,063	256,545	-	469,608	62.3%
<u>Retired</u>					
Employees	50,382	17,572	161,343	229,297	30.4%
Dependents	9,092	5,215	21,446	35,753	4.7%
Sub-total	59,474	22,787	182,789	265,050	35.1%
<u>Other</u>					
Employees	4,713	7,903	-	12,616	1.7%
Dependents	3,159	3,806	-	6,965	0.9%
Sub-total	7,872	11,709	-	19,581	2.6%
<u>Total</u>					
Employees	179,086	194,930	161,343	535,359	71.0%
Dependents	101,323	96,111	21,446	218,880	29.0%
Grand Total	280,409	291,041	182,789	754,239	100%
Percent of Total	37.2%	38.6%	24.2%	100.0%	
II. Enrollment by Contract	70/30	80/20	MA	Total	
Employee Only	129,678	146,227	139,897	415,802	
Employee Child(ren)	30,621	32,378	263	63,262	
Employee Spouse	5,475	5,498	21,183	32,156	
Employee Family	13,312	10,827		24,139	
Total	179,086	194,930	161,343	535,359	
Percent Enrollment by Contract	70/30	80/20	MA	Total	
Employee Only	72.4%	75.0%	86.7%	77.7%	
Employee Child(ren)	17.1%	16.6%	0.2%	11.8%	
Employee Spouse	3.1%	2.8%	13.1%	6.0%	
Employee Family	7.4%	5.6%	0.0%	4.5%	
Total	100.0%	100.0%	100.0%	100.0%	
III. Enrollment by Sex	70/30	80/20	MA	Total	
Female	165,216	183,977	120,446	469,639	
Male	115,193	107,064	62,343	284,600	
Total	280,409	291,041	182,789	754,239	
Percent Enrollment by Sex	70/30	80/20	MA	Total	
Female	58.9%	63.2%	65.9%	62.3%	
Male	41.1%	36.8%	34.1%	37.7%	
Total	100.0%	100.0%	100.0%	100.0%	



IV. Enrollment by Age	70/30	80/20	MA	Total
25 & Under	88,459	84,009	25	172,493
26 to 45	72,870	74,430	248	147,548
46 to 55	45,542	61,781	767	108,090
56 to 65	47,110	63,380	9,861	120,351
66 & Over	26,428	7,441	171,888	205,757
Total	280,409	291,041	182,789	754,239
Percent Enrollment by Age	70/30	80/20	MA	Total
25 & Under	31.5%	28.9%	0.0%	22.9%
26 to 45	26.0%	25.6%	0.1%	19.6%
46 to 55	16.2%	21.2%	0.4%	14.3%
56 to 65	16.8%	21.8%	5.4%	16.0%
66 & Over	9.4%	2.6%	94.0%	27.3%
Total	100.0%	100.0%	100.0%	100.0%
V. Retiree Enrollment by Category	Employee	Dependents	Total	
Non-Medicare Eligible	41,663	13,802	55,465	
Medicare Eligible in Traditional 70/30	26,291	505	26,796	
Medicare Eligible in Base MA Plan	145,265	18,497	163,762	
Medicare Eligible in Enhanced MA Plan	16,078	2,949	19,027	
Total	229,297	35,753	265,050	
Percent Enrollment by Category (Retiree)	Employee	Dependents	Total	
Non-Medicare Eligible	18.2%	38.6%	20.9%	
Medicare Eligible in Traditional 70/30	11.5%	1.4%	10.1%	
Medicare Eligible in Base MA Plan	63.4%	51.7%	61.8%	
Medicare Eligible in Enhanced MA Plan	7.0%	8.2%	7.2%	
Total	100.0%	100.0%	100.0%	
VI. Enrollment By Major Employer Groups	Employees	Dependents	Total	
State Agencies	61,500	32,371	93,871	
UNC System	55,717	37,396	93,113	
Local Public Schools	154,594	92,645	247,239	
Charter Schools (100 entities)	6,527	4,856	11,383	
Local Community Colleges	15,108	8,894	24,002	
Other				
Local Governments (129 entities)	12,068	6,445	18,513	
COBRA	548	520	1,068	
Retirement System	229,297	35,753	265,050	
Total	535,359	218,880	754,239	
Percent Enrollment by Major Employer Groups	Employees	Dependents	Total	
State Agencies	11.5%	14.8%	12.4%	
UNC System	10.4%	17.1%	12.3%	
Local Public Schools	28.9%	42.3%	32.8%	
Charter Schools	1.2%	2.2%	1.5%	
Local Community Colleges	2.8%	4.1%	3.2%	
Other				
Local Governments	2.3%	2.9%	2.5%	
COBRA	0.1%	0.2%	0.1%	
Retirement System	42.8%	16.3%	35.1%	
Total	100.0%	100.0%	100.0%	



TECHNICAL CONSIDERATIONS

N/A.

DATA SOURCES

Segal Consulting; baseline financial projections updated through Q3 CY2024; dated December 13, 2024. Filename "CY24 Q3 - Baseline.pdf"

-Actuarial Note, Aon, "Fiscal Impact Senate Bill 315", March 20, 2025, original of which is on file in the General Assembly's Fiscal Research Division. The provisions of Senate Bill 315 were incorporated into Senate Bill 316 (Third Edition).

-Actuarial Note, Segal Consulting, "Senate DRS45172-MR-110, More Transparency/Efficiency in Utiliz. Rev. " (Revised), March 26, 2025, original of which is on file with the State Health Plan for Teachers and State Employees and the General Assembly's Fiscal Research Division.

LEGISLATIVE ACTUARIAL NOTE – PURPOSE AND LIMITATIONS

This document is an official actuarial analysis prepared pursuant to Chapter 120 of the General Statutes and rules adopted by the Senate and House of Representatives. The estimates in this analysis are based on the data, assumptions, and methodology described above. This document only addresses sections of the bill that have projected direct actuarial impacts on State employee health benefit programs and does not address sections that have no projected actuarial impacts.

CONTACT INFORMATION

Questions on this analysis should be directed to the Fiscal Research Division at (919) 733-4910.

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April 15, 2025



Signed copy located in the NCGA Principal Clerk's Offices

