

This file contains confidential information

Shaded information is designated as confidential per WAC 480-07-160

REDACTED
VERSION

**Puget Sound Energy
Health Benefit Plans History (2012-2018)
Monthly Flex Credits and Medical Plan Costs**

			<u>2018</u>	<u>2017</u>	<u>2016</u>	<u>2015</u>	<u>2014</u>	<u>2013</u>	<u>5 yr chg</u>	<u>CAGR</u>
FLEX CREDITS ONLY										
EE Only	Non-Rep		XXX	XXX	XXX	XXX	XXX	XXX	XXX	XXX
EE Only	IBEW		XXX	XXX	XXX	XXX	XXX	XXX	XXX	XXX
EE Only	UA		XXX	XXX	XXX	XXX	XXX	XXX	XXX	XXX
Family	Non-Rep		XXX	XXX	XXX	XXX	XXX	XXX	XXX	XXX
Family	IBEW		XXX	XXX	XXX	XXX	XXX	XXX	XXX	XXX
Family	UA		XXX	XXX	XXX	XXX	XXX	XXX	XXX	XXX
COMBINED FLEX & WELLNESS										
EE Only	Non-Rep		XXX	XXX	XXX	XXX	XXX	XXX	XXX	XXX
EE Only	IBEW		XXX	XXX	XXX	XXX	XXX	XXX	XXX	XXX
EE Only	UA		XXX	XXX	XXX	XXX	XXX	XXX	XXX	XXX
Family	Non-Rep		XXX	XXX	XXX	XXX	XXX	XXX	XXX	XXX
Family	IBEW		XXX	XXX	XXX	XXX	XXX	XXX	XXX	XXX
Family	UA		XXX	XXX	XXX	XXX	XXX	XXX	XXX	XXX
MEDICAL PLAN COSTS										
			<u>2018</u>	<u>2017</u>	<u>2016</u>	<u>2015</u>	<u>2014</u>	<u>2013</u>	<u>5 yr chg*</u>	<u>CAGR*</u>
EE Only	All	Regence Engage	XXX	XXX	XXX	XXX	XXX	XXX	XXX	XXX
EE Only	All	Regence PPO	n/a	XXX	XXX	XXX	XXX	XXX	XXX	XXX
EE Only	All	Regence HSA	XXX	XXX	XXX	XXX	n/a	n/a		
EE Only	NR & UA	Kaiser PPO (Group Health Opti	XXX	XXX	XXX	XXX	XXX	XXX	XXX	XXX
EE Only	IBEW	Group Health Options	n/a	XXX	XXX	XXX	XXX	XXX	XXX	XXX
EE Only	All	Kaiser HMO	XXX	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Family	All	Regence Engage	XXX	XXX	XXX	XXX	XXX	XXX	XXX	XXX
Family	All	Regence PPO	n/a	XXX	X	XXX	XXX	XXX	XXX	XXX
Family	All	Regence HSA	XXX	XXX	X	XXX	n/a	n/a		
Family	NR & UA	Kaiser PPO (Group Health Opti	XXX	XXX	X	XXX	XXX	XXX	XXX	XXX
Family	IBEW	Group Health Options	n/a	XXX	X	XXX	XXX	XXX	XXX	XXX
Family	All	Kaiser HMO	XXX	n/a	n/a	n/a	n/a	n/a	n/a	n/a

* Comparisons adjusted where needed to accommodate plan changes.

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**Puget Sound Energy
Health Benefit Plans History (2012-2018)
Medical Plan Costs**

MARKET INFORMATION

Kaiser Family Foundation Survey Data- Total Premium Cost

		<u>2019</u> 1 yr chg	<u>2018</u> 1 yr chg	<u>2017</u> 1 yr chg	<u>2016</u> 1 yr chg	<u>2015</u> 1 yr chg	<u>2014</u> 1 yr chg	<u>2013</u> 1 yr chg	<u>2012</u> 1 yr chg	<u>2011</u>							
EE Only	All Company Sizes		\$6,896	3.08%	\$6,690	3.96%	\$6,435	2.94%	\$6,251	3.75%	\$6,025	2.40%	\$5,884	4.79%	\$5,615	3.43%	\$5,429
Family	All Company Sizes		\$19,616	4.54%	\$18,764	3.43%	\$18,142	3.40%	\$17,545	4.22%	\$16,834	2.95%	\$16,351	3.85%	\$15,745	4.46%	\$15,073
Family	Large Companies		\$19,972	3.83%	\$19,235	4.57%	\$18,395	2.55%	\$17,938	3.90%	\$17,265	3.29%	\$16,715	4.60%	\$15,980	2.96%	\$15,520

Willis Towers Watson 2018 Emerging Trends in Health Care

Trend	5.5%	5.3%	5.0%	6.0%
After Benefit Changes	5.0%	4.7%	4.0%	4.4%

Towers Watson 2015 Emerging Trends in Health Care

Trend	5.0%	6.0%	6.0%	6.8%
After Benefit Changes	4.0%	4.9%	4.2%	5.5%