

## PEIA Actuarial Study

Per §5-16-31 of the WV Code, PEIA shall conduct an independent actuarial study of the:

1. Financial solvency of the plan, including, but not limited to,
  - a. a consideration of alternatives to bring long-term financial stability to the plan,
    - i. Funded healthcare savings accounts to promote consumer driven plans,
    - ii. Limited provider/pharmacy network plans,
    - iii. Wellness compliant plan offerings that provide cheaper benefits if compliant with plan requirements, (2026 or later)
    - iv. Increase admin fee \$2.50 per year for 4 years,
    - v. Fixed ratio rule for benefits similar to the 80/20 rule for premiums,
    - vi. Dedicated funding source to offset premium increases from healthcare trend.
  - b. options regarding continued nonstate employee participation in the plan,
  - c. collapsing salary levels,
    - i. Consider various plans to reduce Index Code levels,
    - ii. All new employees pay single premium rate, not salary indexed,
    - iii. Expanded rates for family size exploration,
    - iv. Review Ee/child(ren) tier ded/oop. Why is it the same as family tier?
  - d. and any other cost-saving measures.
    - i. 80/20 min/max with PSR for employee share,
    - ii. Continued focus on WV services vs out of state, (how has 110% impacted utilization and how does it impact cost/benefits.)
2. PEIA shall seek input from
  - a. public employees,
  - b. retirees,
  - c. providers, and
  - d. other interested parties on solutions to evaluate in the study.
3. The actuarial study shall begin on or before July 1, 2023.
4. A report on the study shall be presented to the Joint Committee on Government and Finance on or before July 1, 2024.