

SCHOOLCARE HEALTH PLAN PROPOSAL

PROPOSED FOR 2016-2017

PROPOSED CHANGE

- We are recommended moving away from current Green Plan
 - Traditional HMO style plan
 - High premiums
 - No deductibles
 - Relatively low copays

 - Recommend move to either the Yellow Plan or the Orange Plan
 - Consumer Driven Plans
 - Same coverage as Green Plan
 - Lower Premiums
 - Cost sharing between employee and insurance
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BENEFIT TO THE TOWN

- Level funded for the 3rd plan-year in a row
 - New plan year: July 1, 2016 – June 30, 2017
- Moving to Consumer Driven Health Plan (CDHP)
 - Puts employees in position to be more aware of actual “costs”
 - CDHP plans usually translates to lower costs to the plan
 - Decreases the Town’s risk of Cadillac Tax in the future

BENEFIT TO OUR EMPLOYEES

- Lower weekly premiums
 - More money in their paychecks
- CDHP provides greater ability for employee to control costs
- Town contributions to offset out-of-pocket expenses
- Maximum annual out-of-pocket expenses + premiums =
 - less than current weekly premiums alone.