

Health Plan Changes in Governor's Recommended Budget

- One new Consumer Directed Health plan with Health Savings Account would be implemented as the only plan available to employees hired on or after January 1, 2008 with plan design below:
 - Deductible = \$2000 for employee only/\$4000 for family
 - Health Savings Account = \$1000 for employee only/\$2000 family
 - In Network Coinsurance after deductible is satisfied = 20% for employee/80% for the plan (State)
 - In Network out of pocket plan year maximum = \$4500 for employee only/\$9000 family
 - All preventive care is at \$0 to employee and does not apply to the deductible

Current plan offerings would continue to be available to existing employees along with new CDHP plan

- Deductibles would be implemented for HMO and Comprehensive PPO plans (currently no deductibles) and deductibles for First State Basic and CDH Plan with HRA Only would be increased as follows:
 - \$500/\$1000 deductible would be implemented for the HMO and Comprehensive PPO plans
 - Current deductible of \$500/\$1000 in First State Basic plan would increase to \$1000/\$2000
 - Current deductible of \$1500/\$3000 in CDH Plan with HRA would increase to \$2000/\$4000
 - Preventive care would continue to be covered at 100% and does not apply to the deductible
 - Office visits would not be applied to the deductible and only copays would apply
- Eliminate Double State Share (DSS)— practice where two State employees/retirees married and eligible for Double State Share (DSS) prior to the elimination of DSS as of January 1, 2012 pay \$25 per month for any health plan and any level of coverage (employee only, family etc.). These employees would now pay the same employee premium per month as other employees. The total number of individual State employees and pensioners impacted is approximately 4950.
- Eliminate contribution inequity for pensioners on Special Medicfill Plan would require pensioners retired prior to July 1, 2012 who currently pay no monthly premium for the Special Medicfill plan which supplements Medicare Parts A and B (provided they worked the requisite number of years to earn 100% State Share) to pay 5% of the monthly premium for the Special Medicfill plan. The total number of Medicare retirees impacted is approximately 19600.