

Welcome to Open Enrollment for Nebo School District. Please log on and select your insurance coverage by July 20, 2018. Please read below for additional information that may help you make the best decision for you and your family. Remember, we have two open enrollment meetings scheduled to go over the plans and answer questions. The first meeting is at 1:00, June 5 at Maple Mountain High School. The second meeting is at 1:00, July 10 at Spanish Fork High School. There will be representatives from SelectHealth as well as some of our voluntary insurances to answer additional questions.

Important Info

If we have 50% of employees on medical insurance (60% next year 70% the following year) compliant with the HSA requirements & Wellness requirements, we will have **GUARANTEED RATE CAPS** of 2.5% next year and 2.5% the following year. Keep in mind that current trend is 10%. If we hit our benchmarks, employee premiums WILL NOT increase over the three year life of this plan. Failure to hit the benchmarks will put us in violation of the contract and we will go to underwriting and be subject to current utilization rate increases. In short - We have a great thing going, we need to work together to keep this great benefit!!!

Deductible Information

- **\$2,700/\$5,400 Base Plan (has an Embedded Deductible)**

One person in a two-party or family plan meets the \$2,700 deductible. That same person pays 20% of costs incurred AFTER the \$2,700 until they have paid an additional \$1,000. At this point the plan covers that person 100%. The rest of the family members need to meet \$2,700 (this can be done together or by a single person). Once they meet that, they also pay 20% of costs incurred AFTER the \$2,700 until as a family they have paid the additional \$1,000. At this point the plan pays 100% for entire family. In summary - one person will never pay more than \$3,700 (+ monthly premiums). The entire family will never pay more than \$7,400 for the plan year (+ monthly premiums).

- **\$1,600/\$3,200 Option Plan (NOT Embedded)**

A single person on this plan pays everything up to \$1,600. They pay 20% of remaining costs until they reach \$3,250. Two-Party & Family plan: Either one person or a combination will pay the full amount up to \$3,200. Then will pay 20% until they have paid a total of \$6,500. After that, the plan will pay 100%. In summary - one person on a single plan will never pay more than \$3,250 (+ monthly premiums). Two-Party and Family plans will never pay more than \$6,500 (+ monthly premiums).

- **\$2,700/\$5,400 Dual Base Plan (has an Embedded Deductible)**

When ONE person hits \$2,700 they are covered 100%. The rest of the family (either one person or combined) need to pay an additional \$2,700. At this point, the entire family is covered 100%. In summary - The family will never pay more than \$5,400 (+ monthly premiums).

- **\$3,200 Dual Option Plan**

Either one person or combination of family members pay 100% up to \$3,200. At this time the entire family is covered at 100% for the plan year. In summary - the family will never pay more than \$3,200 (+ monthly premiums).

HSA Information

To be compliant with HSA contribution requirements - employee needs to put 25% of their deductible amount into an HSA. Nebo School District also needs to match up to the 25% amount to be compliant. Please remember when figuring monthly contributions that it is over 10 months (Sept. - June). Yes, you can contribute more than the 25%. NSD will match any amount they put in. NSD match will stop when they reach the 25% limit - employee contributions can continue. Many employees max out this PRE-TAX benefit. Remember the IRS limits. This amount includes the Match that NSD will be putting in for them - don't forget to include the match if you are trying to hit the max amount. 2018 Max HSA Contribution limits:
Self only: \$3,450 Family: \$6,900. Once employee turns 55 an additional \$1,000 contribution is allowed.

- **\$2,700/\$5,400 Base Plan**

The amounts I will list are the minimum amounts that the employee must contribute to be compliant with HSA requirements. YES you can contribute more if you would like. **Single:** \$675 the minimum monthly contribution would be \$67.50/month for ten months (Sept. - June). NSD will match your contribution up to \$675. **Two - Party & Family:** \$1,350 the minimum monthly contribution would be \$135/month for ten months (Sept. - June). NSD will match your contribution up to \$1,350.

- **\$1,600/\$3,200 Option Plan**

The amounts I will list are the minimum amounts that the employee must contribute to be compliant with HSA requirements. YES you can contribute more if you would like. **Single:** \$400 the minimum monthly contribution would be \$40/month for ten months (Sept. - June). NSD will match your contribution up to \$400. **Two - Party & Family:** \$800 the minimum monthly contribution would be \$80/month for ten months (Sept. - June). NSD will match your contribution up to \$800.

- **\$2,700/\$5,400 Dual Base Plan**

The amounts I will list are the minimum amounts that the employee must contribute to be compliant with HSA requirements. YES you can contribute more if you would like. **Two Party Dual & Family Dual:** \$1,350 the minimum monthly contribution would be \$135/month for ten months (Sept. - June). NSD will match your contribution up to \$1,350. NSD will contribute an additional (no match required) contribution of \$1,350 (\$135 over ten months Sept. - June) to the Duals HSA Acct. Remember - you will receive this contribution regardless of your employee contribution. However, to be compliant, you will need to contribute your employee amount of \$1,350.

- **\$3,200 Dual Option Plan**

The amounts I will list are the minimum amounts that the employee must contribute to be compliant with HSA requirements. YES you can contribute more if you would like. **Two Party Dual & Family Dual:** \$800 the minimum monthly contribution would be \$80/month for ten months (Sept. - June). NSD will match your contribution up to \$800. NSD will contribute an additional (no match required) contribution of \$800 (\$80 over ten months Sept. - June) to the Duals HSA Acct. Remember - you will receive this contribution regardless of your employee contribution. However, to be compliant, you will need to contribute your employee amount of \$800.