

fchp care choice

profiles in coverage

how care choice works for employers.



employer profile: unique industries

Chad Brown, CEO of Unique Industries, has been struggling for several years with the health insurance costs for his 10 employees. He knows his employees are talented, hardworking people who deserve a health plan that will work for them. To control some of the costs, last year Chad switched to FCHP Select Care Premium Saver 500. After a year with this plan, his employees are ready to take a more active role in managing their own health care costs. That's why Chad chose FCHP Select Care Choice this year, with a \$1,250 individual/\$2,500 family deductible. He's done his research. He knows that on average, FCHP members enrolled in the \$1,000 deductible plan only pay about \$450 of that deductible. A total of 15% of members enrolled in this type of plan never incur any expenses.

Chad wants to ensure that his employees are covered, particularly those members who do meet the deductible. That's why he's decided to offer his employees a health savings account, or HSA, through Sovereign Bank. To help them get started, he will also fund half the deductible amount for every employee. This first year, because Chad will contribute to their HSA funds, he decided not to pass along any premium savings to his employees.

His employees will have some expenses of their own. They will be responsible for the \$10 setup fee and \$3 monthly maintenance fee for their HSA. However, they will also be receiving additional tax savings on any contributions made or interest accrued on their accounts while they're enjoying features like online access to their HSAs, convenient checking, a debit card and more.

Unique Industries wants employees to be comfortable with their new health plan. Chad Brown knows the best way to make this happen is to communicate with and educate his employees as much as possible. With new tools such as a cost estimator worksheet and the *Typical costs for common medical services* guide, his employees will learn how to benefit from their new Care Choice plan. Both tools are available on our Web site, www.fchp.org.

Per employee, per month:

Premium for FCHP Select Care Premium Saver 500:	\$350
Premium for FCHP Select Care Choice 1250:	\$290
HSA employer contribution cost:	\$52
Actual savings for Unique Industries:	\$8

Total yearly savings for all employees: \$960

employer profile: tailor made

Tailor Made is a large clothing retailer with 250 employees throughout Massachusetts. In a local market saturated with clothing retailers, they're always looking for ways to remain competitive with employee benefits. That's why they offer their employees a choice of health insurance plan designs. In the past, they've had a great response with their FCHP Select Care Premium Saver 1000 plan. About 40% of their employees opted into this plan design, with 60% going with the FCHP Select Care standard plan design.

This year, they've decided to offer FCHP Select Care Choice with a \$2,000 individual/\$4,000 family deductible in addition to the FCHP Select Care standard plan. Employees who choose FCHP Select Care Choice will be offered a health savings account, or HSA, through Sovereign Bank, with Tailor Made funding 25% of the deductible. Tailor Made will also pay for the \$10 setup fee and \$3 monthly maintenance fee associated with the HSA. In addition, a portion of the premium savings will be passed onto these employees.

Tailor Made based their decision on their desire to remain competitive. They also know that employees who opt for high-deductible health plans are generally healthier. This translates into an overall reduction in medical services used. Tailor Made realizes that when employees are engaged in the cost of their health care, they make more thoughtful decisions.

The company realizes that many of their employees have no experience with the new qualified high-deductible health plans. That's why they've set up several education sessions to answer any questions employees might have on how to make the most of their new health plan option.

Employees will also be happy to learn that all the great features they enjoyed with FCHP Select Care are also available through FCHP Select Care Choice: features like *It Fits!*, *Oh Baby!* and *Naturally Well*, plus preventive dental benefits and discounts for the whole family.

Working together with Fallon Community Health Plan, Tailor Made and their employees are poised to stay on the cutting edge of clothing and cost-effective health care.

Per employee, per month:

Premium for FCHP Select Care Premium Saver 1000:	\$338
Premium for FCHP Select Care Choice 2000:	\$274
HSA employer contribution cost:	\$42
Actual savings for Tailor Made:	\$22

Total yearly savings for 100 Select Care Choice employees: \$26,400

Tailor Made will also pay the setup and monthly maintenance fees for the HSAs. Therefore, they will pay \$46 per employee per month the first year for the setup and maintenance fees and \$36 the subsequent year.