



# HEALTH INSURANCE UPDATE

## OCTOBER 28, 2024





# Health Insurance Overview

- Self insured
- Plan overview/competitiveness
- Health Insurance Committee





# Current Challenges

- The last two years have eroded district health insurance fund balance
- Insurance currently running at 112%
- If our projection holds, health insurance fund balance will be essentially \$0 at the end of the 24-25 fiscal year
- No room in current budget to absorb these additional costs





# Recent Insurance Updates

- July 2023: Increase of premiums of 4%
- January 2024: Changes to deductible & maximum out-of-pocket
- July 2024: Increase in premiums of 4%
- January 2025: Changes to deductible & maximize out-of-pocket





# Direct Primary Care

- Update: District held initial interviews with primary care providers over the summer
- Next steps: Survey to all staff on their preferences regarding Direct Primary Care
- Timeline: Potential to have Direct Primary Care in place by July 1, 2025





# PROPOSED PLAN CHANGES & PROJECTED IMPACT

- Increase deductible
- Increase maximum out-of-pocket



		<b>Traditional Plan Signature Network</b>	<b>HSA Qualified HDHP Signature Network</b>	<b>HSA Qualified HDHP Freedom Network</b>
<b>Deductible</b>				
	Current	\$600 Single \$1,200 Family	\$1,600 Single \$3,200 Family	\$1,600 Single \$3,200 Family
	<b>Proposed</b>	<b>\$1,000 Single \$2,000 Family</b>	<b>\$2,000 Single \$4,000 Family</b>	<b>\$2,000 Single \$4,000 Family</b>
<b>Maximum Out-of-Pocket</b>				
	Current	\$3,000 Single \$6,000 Family	\$3,000 Single \$6,000 Family	\$3,000 Single \$6,000 Family
	<b>Proposed</b>	<b>\$4,000 Single \$8,000 Family</b>	<b>\$4,000 Single \$8,000 Family</b>	<b>\$4,000 Single \$8,000 Family</b>
<b>Note: Coinsurance on all plans would remain 80%/20%</b>				



**QUESTIONS?**







## Action:

Move to adopt the proposed changes to Wausau School District health insurance effective January 1, 2025.

