



Participation. Collaboration. Cooperation.

2010-11 Contract Year Renewal Effective September 1, 2010

Premium Rate Changes

The EHA Board is pleased to announce for the eighth consecutive year that the rates will increase by an overall average amount of less than 10%, and moreover, the 2010 rate increase average will be below 5%.

The Medical rates will increase an average of 4.5%.

The Dental rates will increase an average of 6.4%.

The overall composite rates will increase an average of 4.56%.

Premium Rate Change by Tier

The percentage change in premium rates will be different for each of the 4 rate tiers. [The 4 tiers are, Employee (or retiree) only, Employee (or retiree) and Child(ren) only, Employee (or retiree) and Spouse only, Employee (or retiree), Spouse and Child(ren).]

Benefit Changes

1. There will be no changes to the deductible, coinsurance, and prescription drug copayments of the existing \$350, \$600, \$800 and \$1,100 PPO benefit plans.
2. The benefits for behavioral health coverage will be improved to be covered the same as any other covered services. There will not be separate copayments or limits for these services.
3. The \$1,250 deductible and \$5,000 deductible HSA eligible plans will be eliminated effective September 1, 2010.
4. There will be added two new choice benefit plans and a reduced benefit plan as described below.

EHA to Offer Employee Choice Plans

The EHA Board approved the offering of four employee dual option plans effective September 1, 2010. The four plans are:

1. Choice Plan A: The \$350 deductible paired with a \$1,500 deductible plan.
2. Choice Plan B: The \$350 deductible paired with a \$2,850 deductible HSA eligible plan.
3. Choice Plan C: The \$600 deductible paired with a \$1,500 deductible plan.
4. Choice Plan D: The \$600 deductible paired with a \$2,850 deductible HSA eligible plan.

The \$1,500 deductible and \$2,850 deductible HSA eligible plans are new benefit plans offered by the EHA. (These two plans are not available on a stand-alone basis).

EHA to Offer a Reduced Benefit Plan

The EHA will offer a reduced benefit plan effective September 1, 2010 at premium rates 50% below the current \$350 deductible plan. The plan is available on a subgroup-wide basis only. The reduced benefits should be reviewed carefully before offering. A summary of some of the significant elements of the plan follow:

- \$5,000 individual deductible.
- 50% in-network member coinsurance with a maximum coinsurance out-of-pocket of \$7,900 individual and \$15,800 family.
- Generics Plus prescription drug program.
- Coverage of physician, hospital and behavioral health services the same as other PPO plans. (i.e., comprehensive coverage with the savings coming from higher member copayments).
- \$3,000,000 lifetime maximum benefit.

Early Retiree/Direct Bill Members to Have Additional Benefit Plans

Effective September 1, 2010 EHA will offer two options for early retirees in addition to the current \$600 deductible plan. The three options available are:

1. The \$600 deductible plan (current).
2. The \$1,500 deductible plan (new).
3. The \$2,850 deductible HSA eligible plan (new).