

Insurance Renewal & Annual Open Enrollment Effective May 1st, 2024



Video version: <https://nussbaum.wistia.com/medias/1jff676fri>

The Nussbaum Health Plan would like to announce our annual open enrollment. This is your time to enroll, drop, or make changes including adding/removing a spouse or dependent(s) *without having a qualifying event*. Any changes made later in the year will need to have a qualifying event, such as a birth, loss of coverage, marriage/divorce, or a life changing event.

Please note: If you do not currently have our health, dental, or vision coverage and do not wish to obtain it, no further action is required. For new hires since February or more recent, you do not need to re-select your benefits. Your new hire enrollments are still relevant!

Open enrollment will April 1st through April 15th with benefits taking effect May 1st, 2024. **April 15th deadline!**

Employee Navigator Online (EE NAV). All changes and enrollments must be completed via the EE NAV website: www.employeenavigator.com. **Drivers can access Employee Navigator on your tablet!** Use your existing Employee Navigator account. Or if applicable, you can register a new account (instructions attached).

If you have questions during Open Enrollment, you can contact Peg Balducci at 309-319-9269.

Health Insurance with UMR & TrueRx

For the next year, there is **NO increase** to the weekly cost share for the UMR Health Plan. This is the 4th consecutive year where we have been able to hold weekly cost share flat!

Additionally, there are no increases or changes to plan design details – such as deductibles, coinsurance, copays, etc. Details on the plan are included with this enrollment packet.

Ancillary Policies with Principal

Nussbaum's ancillary policies will be covered by Principal. This includes the following policies:

- Dental, Vision, Voluntary Life, Voluntary Long-Term Disability – employee purchase at group rates
 - Nussbaum will subsidize 10% of the Voluntary Long-Term Disability cost for the 2024-25 year
- Short Term Disability, Basic Group Term Life, Group Long-Term Disability – no cost to employee

Please carefully review the plan rates and plan design details that are included with this enrollment packet.

NEW – Raised the Short-Term Disability weekly benefit levels to pace with recent wage inflation.

Voluntary Buy-Up Options

We will continue to offer the option to purchase Voluntary Long-Term Disability and Voluntary Term Life insurance at lower group rates. Please carefully review the attached rate sheets for these coverages!

Voluntary Life coverage allows you to purchase an additional life insurance amount for yourself, your spouse, and on your children. **Long Term Disability** coverage kicks in for a situation (non-work injury or serious illness) for which the employee is off work over 90 days. The coverage is for 60% of your monthly earnings.

Limitations – Any amount over the **Guarantee Issue amount** will require extra approval paperwork for Principal, known as “Evidence of Insurability” or EOI. Any **new** election of Voluntary Long-Term Disability will require EOI paperwork. Voluntary Life can be selected for your spouse or child only if you purchase coverage on yourself. The maximum coverage for your spouse cannot exceed 50% of what you purchase for yourself.

Health Claims Cost Trends

Health insurance costs are largely paid directly by Nussbaum and are made up of two parts:

1. **Actual Claims Costs.** Nussbaum is self-funded, so we pay claims directly out of our own cash. We have “Stop Loss” coverage for large claims, but we pay the first **\$185,000** directly ourselves.
2. **Fixed Costs.** This is a combination for insurance premiums we pay for the Stop Loss coverage, fees we pay to United Healthcare/UMR for network access and to administer/handle our health claims, Everside Health and Zero Health costs, and such like.

Below is a table, showing how Fixed Costs and Claims Costs have trended during policy years (5/1 thru 4/30):

Policy Year	Claims Costs Paid/Member	Fixed Costs Costs/Member	Total Costs/Member
2015-2016	\$8,698.38	\$1,724.37 (SL \$120,000)	\$10,422.75
2016-2017	\$9,176.65	\$1,693.06 (SL \$125,000)	\$10,869.71
2017-2018	\$10,250.91	\$1,779.72 (SL \$135,000)	\$12,030.63
2018-2019	\$10,666.34	\$2,067.61 (SL \$145,000)	\$12,733.95
2019-2020	\$10,544.38	\$1,910.06 (SL \$150,000)	\$12,454.44
2020-2021	\$10,804.75	\$2,495.85 (SL \$150,000)	\$13,300.60
2021-2022	\$11,838.56	\$1,906.33 (SL \$175,000)	\$13,744.90
2022-2023	\$11,056.79	\$2,325.99 (SL \$185,000)	\$13,382.78
2023-2024 (YTD pace)	Pace: \$10,541.95	\$2,395.58 (SL \$185,000)	\$12,937.53

The Zero Card - \$0 Cost Care (No Deductible and No Copays)

We will continue into our 4th year with Zero Card – available to those on Nussbaum’s health plan. This is a direct network in which Nussbaum members can receive free healthcare! No deductible. No copays. Zero cost. Check out the flyer and see if they have provider options near your location.

Everside Health Center Access

All employees and dependents on Nussbaum’s health plan have access to Everside Health Center. This is a health clinic/primary care doctor’s office available – again at \$0 copay and no cost – to our health members!

Supplemental Handouts:

(If this is the **mailed** copy, check out the LiNK app’s Info Center or your email for handouts #3-#7 – physical copies can be provided upon request)

1. Employee Navigator Registration Instructions
2. Insurance Rates – Weekly cost share
3. United Healthcare/UMR Summary of Benefits Statement
4. Principal Dental Summary
5. Principal Vision Summary
6. Principal Voluntary Life Summary
7. Principal Voluntary Long-Term Disability Summary

Important Details on Employee Cost Share Rates

Tobacco-free premium discount: If you are NOT a tobacco user, you qualify for the tobacco-free discount. If you have previously informed us that you are a tobacco user, then you are given a chance annually to qualify for the discount. Please read the following requirements to determine if you qualify for this discount (see below). If you believe you do qualify now for the discount when you did NOT before, please contact Peg. We appreciate your honesty in proper reporting. Read on:

Requirements to qualify for Non-Tobacco premiums: *You must be **tobacco-free** for the 6-month period leading up to the renewal date of this policy year (May 1, 2024). For situations where it is unreasonably difficult to quit using tobacco products due to addiction, a reasonable alternative standard will be provided to qualify for the non-tobacco premium discount. A signed notification from a licensed physician must be obtained stating that it is unreasonably difficult for the individual to stop using tobacco. For any employee that submits this notification, we will work together with you and your physician to assist in getting you qualified for the premium discount.*

Spousal Carve-out (or “working spouse”) provision: The Spousal Carve-out is again retained in the plan. This simply states that any working spouse of our insured employee who is eligible for health insurance through another employer is **not** eligible for coverage through Nussbaum’s plan. ***If your spouse is covered on Nussbaum’s plan and has a health coverage option through his/her current employer, you must contact Peg immediately to discuss this.*** An ineligible spouse incurring claims could be denied by United Healthcare/UMR. We appreciate your honesty in proper reporting.

HealthCheck360 (HC360) Wellness Program Discount: This wellness program has been heavily communicated in the past and is still in process. You (and your spouse if on our plan) must complete three steps to be eligible for this discount: Biometric Screening, Health Risk Assessment survey, and Health Coaching phone call. Please contact Peg if you have any questions about the HealthCheck360 program.