

Insurance Benefit Summary:

Current:

Grayson RECC current coverage is served by NRECA. The plan is a high deductible health plan, with a \$3,000/\$6,000 deductible in network, 2X out of network, with 100% in network benefit once the deductible is reached.

Analysis:

Grayson sought information from multiple sources for a comparison and study related to insurance carriers and options within. This information was to be used for discussion in contract negotiation with the union as well as to be considered for non-union employees.

Grayson reached out to NRECA, members of the KREC group, and Humana. A summarization of the data received is below. Most information received has been similar to information presented in past analysis and updates.

NRECA:

Information was sought through Grayson's field service representative. After reviewing our account, he felt that our plan had been maximized to its fullest extent. NRECA does not offer tiered level coverage, with rates for single and family coverage only. Any changes in the deductible or coverage would only increase the premiums,

Recommendations for cost savings to the cooperative were limited to an increase in percentage contributions by the employees

KREC:

Through conversations with members within the KREC group, information was receiving on coverage types, rates, and experience.

As a self funded account, premiums are constructed through experience and assessment of claims. Comparing to initial costs, there could be some savings realized through switching of

carries. A comparison of premiums can be seen below. However, through discussions and the potential of assessments based on claims, these savings could be mitigated and deteriorate quickly based on claims.

Additional information presented also showed a decrease in coverage by switching. Current plans have a 100% benefit once deductibles are reached. This would not be the case as coinsurance percentages of services would be required.

[REDACTED]	[REDACTED]	[REDACTED]	
	[REDACTED]	[REDACTED]	
	[REDACTED]	[REDACTED]	
	[REDACTED]	[REDACTED]	
	[REDACTED]	[REDACTED]	
	[REDACTED]	[REDACTED]	[REDACTED]
			[REDACTED]

[REDACTED]	[REDACTED]	[REDACTED]	
	[REDACTED]	[REDACTED]	
	[REDACTED]	[REDACTED]	
	[REDACTED]	[REDACTED]	
	[REDACTED]	[REDACTED]	
	[REDACTED]	[REDACTED]	[REDACTED]
			[REDACTED]

While savings could be seen on potential premiums, these savings could deteriorate based on claims experience. Mitigating the savings in premiums is a reduction in coverage based on those coinsurance copay percentages.

Humana

Multiple attempts were made to Humana to receive a quote on potential group plan coverage. Grayson was never able to receive correspondence back from them.

Conclusions:

Grayson leveraged the positive experience with current health care coverage with NRECA and the desire to remain in their program with similar coverage through contract negotiations. This allowed Grayson to facilitate increase premium contributions by the union to a percentage base contribution (12%), from a set amount contribution as in the previous contract (approximately 8.5%). This would ensure that any change in premiums would be mitigated proportionally in the future by all parties.

While no changes were made for 2024, Grayson understands that costs and coverages throughout the benefits package should be reviewed regularly.