

Program Options 101

Local Employers

Employer Services Bureau



Learning Objectives

Define Health
Insurance Terms

Differentiate
Program
Options &
Health Plans

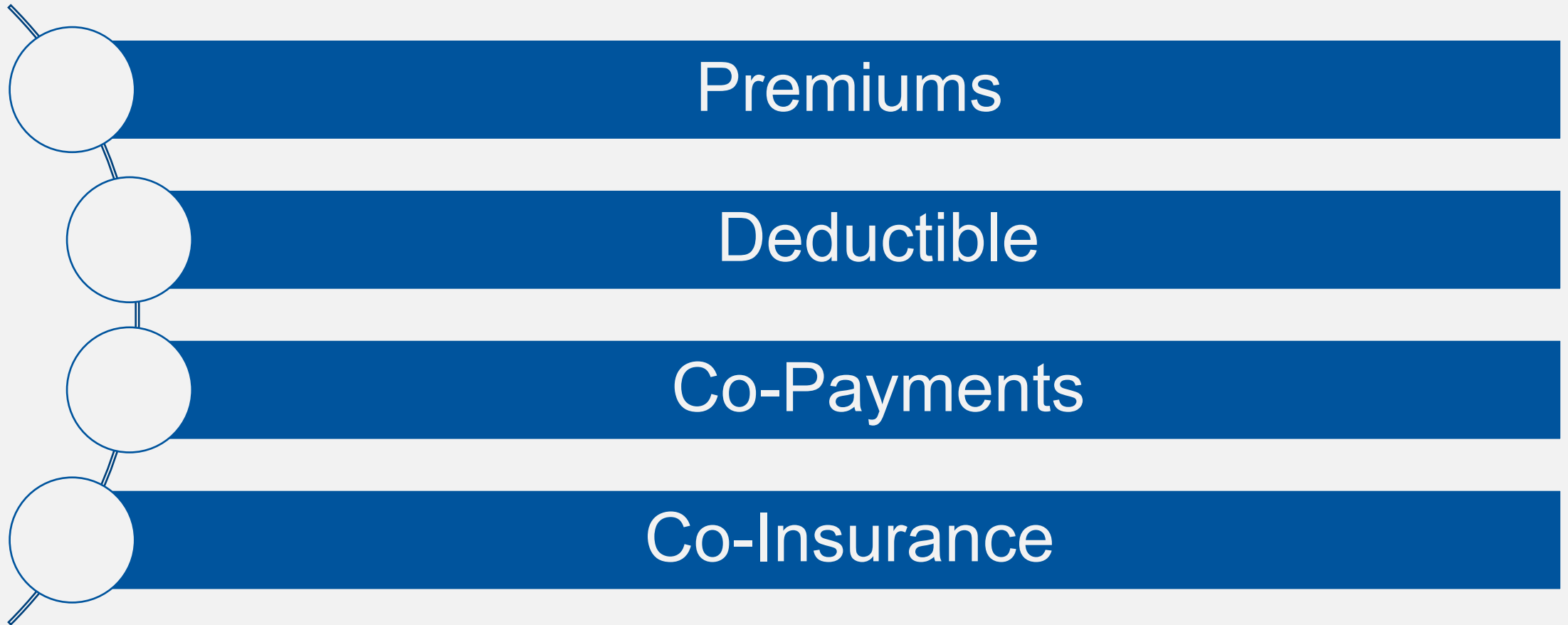
Explain
Program Option
Differences

Identify
Resources

A photograph of a family of three walking on a dirt path through a forest. The mother is on the left, wearing a red and black plaid shirt and blue jeans. The father is on the right, wearing a blue and white plaid shirt over a white t-shirt and blue jeans. A young girl is in the center, wearing a white dress with a polka-dot pattern and a white headband. They are all smiling and holding hands. The background is a dense forest with tall trees and green foliage.

Define Health Insurance Terms

Health Insurance Terms



Define Premiums

Monthly payments for health insurance

Paid regardless of usage

Employer pays 50-88%*

- 50%+ FTE
- Avg. of qualified Tier 1 health plans



Define Deductibles

Annual dollar amount paid before insurance pays anything



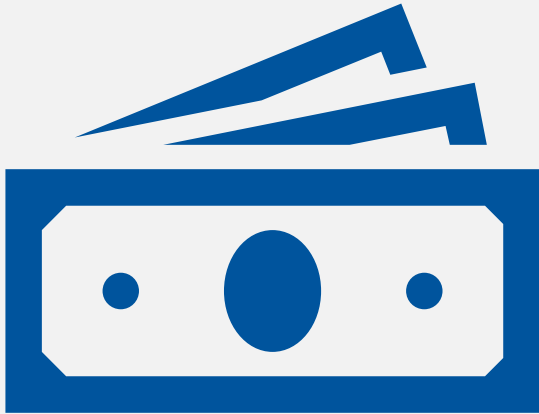
Until deductible is met, member pays entire bill



Family plans have family deductibles

May have individual deductibles

Define Co-Payments



Set fees for specific services

- PCP visits
- Specialist visits
- ER visits
- Prescriptions

Paid after deductible is met

- Co-pays (and co-insurance) do not count towards deductibles

Define Co-Insurance

Percentage of expenses members pay

- Example: 20% Co-Insurance of \$1,000 bill = \$200
- Can apply to medical, prescription, and Durable Medical Equipment expenses

Paid *after* deductible is met

Co-Insurance and Co-Pays can both be applied to same expenses





Differentiate Program Options & Health Plans

Define Program Options

Cost-sharing benefit design

Premiums

Deductibles

Co-Payments

Co-Insurance

May include Uniform Dental Benefits (UDB)

If PO has UDB, employees choose whether to participate in dental

Four design pairs (with or without UDB)

PO2/12 "Traditional"

PO4/14 "Deductible"

PO6/16 "Local"

PO7/17 "High Deductible Health Plan (HDHP)"

Chosen by employer

Only one PO*

Define Health Plans



Insurance companies with specific provider networks

- Doctors, hospitals, clinics, etc.
- Health plans choose networks

Chosen by employees (not employer)

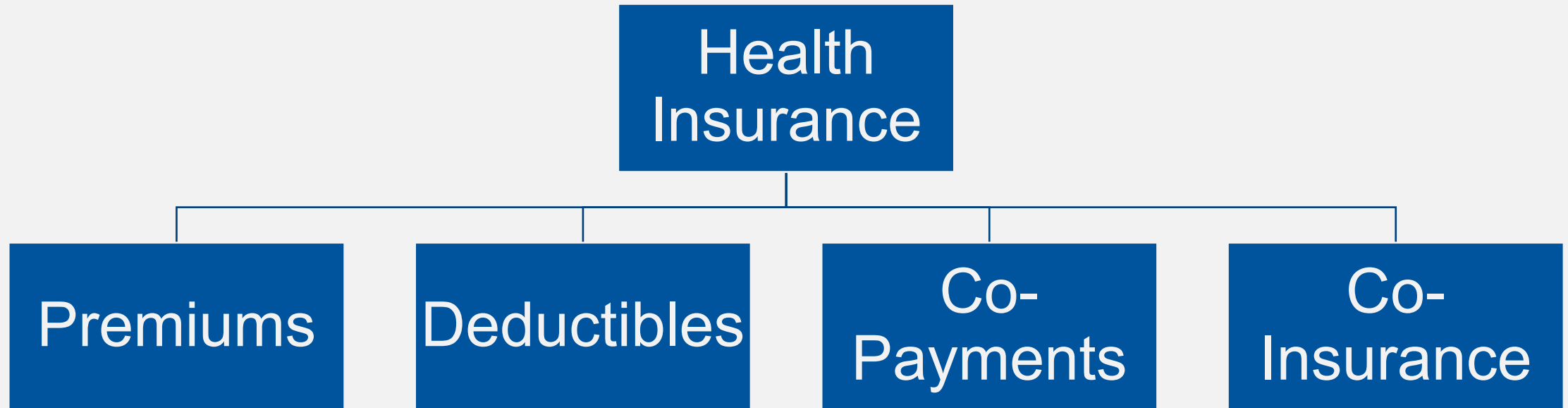
All health plans have uniform benefits

- Cover same medical services and procedures*

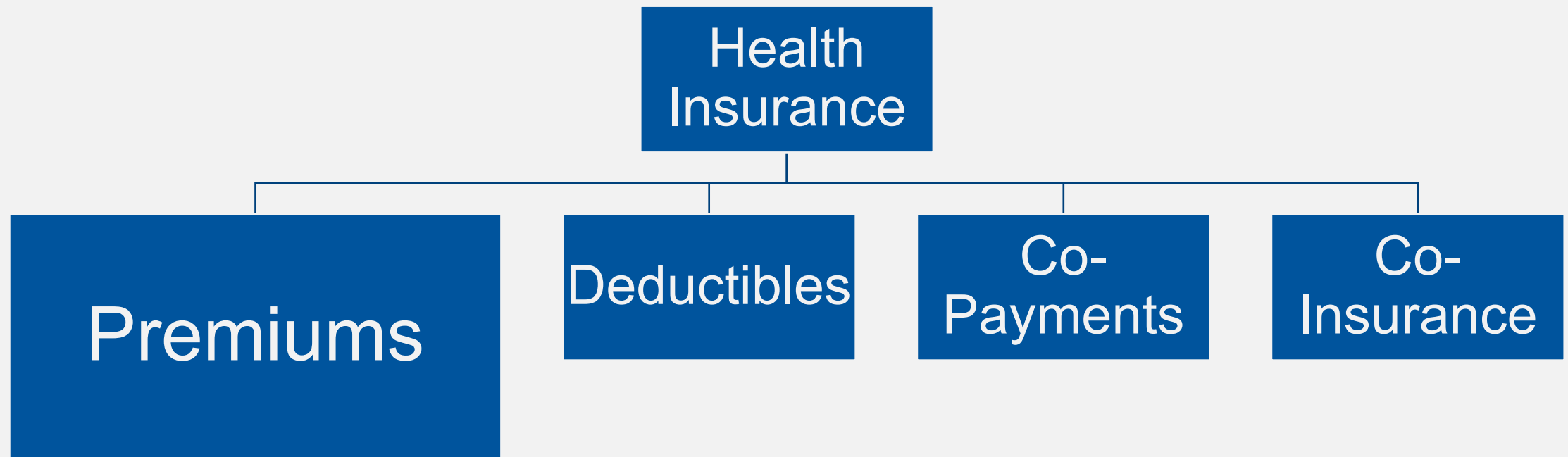
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Explain Program Option Differences

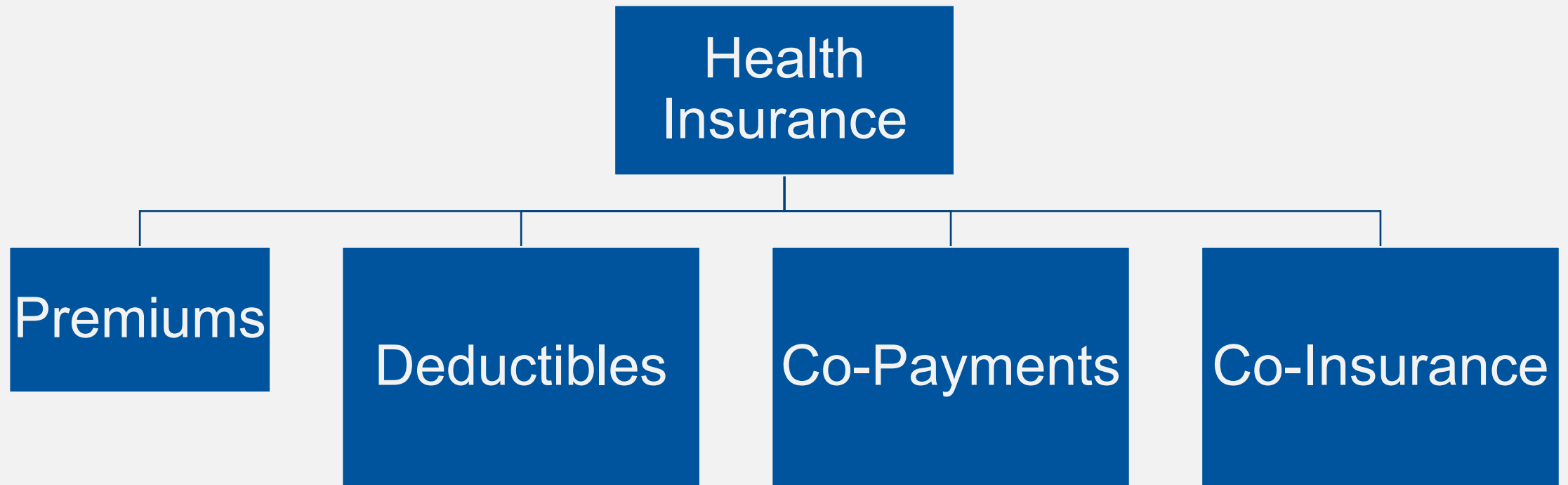
Program Option Cost Sharing



Higher Premiums = Lower Other



Lower Premiums = Higher Other



Program Option Comparison

Program Option	PO2/12 “Traditional”	PO4/14 “Deductible”	PO6/16 “Local”	PO7/17 “HDHP”
Premiums	\$\$\$	\$\$	\$\$	\$
Deductible	None	\$500 Individual \$1,000 Family	\$250 Individual \$500 Family	\$1,600 Individual \$3,200 Family
Co-Payment	None	None	\$15 Primary Care \$25 Specialty Care	\$15 Primary Care \$25 Specialty Care
Co-Insurance	None	None after deductible	10% after deductible	10% after deductible



Identify Resources



Program Options Resources

“Local Employer Health Insurance Standards, Guidelines, and Administration Manual” (ET-1144)

“How to Join the Wisconsin Public Employers’ Group Health Insurance Program” (ET-1139)

Uniform Benefits (Certificate of Coverage)

PO premium rate tables

- etf.wi.gov → “Employers” drop-down → Click “Insurance Programs”
- Scroll down & click “Group Health Insurance” card
- Scroll down & click “88% tables and full premium rates by program option”

Thank you



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