



Health Insurance Renewal Facts

Health Insurance Plan renews on April 1st. The benefit plan year runs from April 1-March 31st. The annual cost of the FCA medical plan is \$10.5 million. There are currently 545 staff enrolled in our health insurance plan this represents over 1,700 lives counting spouses and children.

There are two changes that will be effective for the new plan year beginning **April 1, 2022**.

1. **An increase in the deductible effective April 1st.** Currently deductibles are \$1,400 for single coverage and \$2,800 for employee and spouse, employee and children and family coverages. Once the deductible is met all covered services are paid at 100%. Deductibles are calculated on a calendar year basis. In the new plan year, the deductible will be increased to \$2,800 for single coverage and \$5,600 for employee and spouse, employee and children and family coverages.
2. **The monthly ORG charges will be increased by 15% (see chart below).** The monthly org charges include the cost for medical, dental, vision, life and disability insurance and a monthly HSA contribution.

	Current ORG Charge	4/1/22 ORG Charge
Employees	\$856	\$984
Employee & Children	\$1,444	\$1,661
Employee & Spouse	\$1,633	\$1,878
Family	\$1,869	\$2,149

Additional Health Savings Account Contribution

In order to help with the increase in the deductible, we will make an addition contribution of \$500 for single coverage, and \$1,000 for employee and spouse, employee and children and family coverages. This additional contribution will be made at the end of May. This is in addition to the normal monthly HSA contribution.

FAQ's

What is Driving the Cost Increase in FCA's Plan?

Increasing Cost of Care

Medical cost trends for 2022 are projected to be 7.8% for medical and 8% for drugs.

High Number of Large Clams Since April 2021 of those were over \$100,000 to \$1.6 million.

62 large claims (over \$30k). Fifteen 1