

Reducing Your Group Health Plan Costs in 2020

MY TOP THREE TIPS

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A 2018 HARRIS POLL FOUND WORKERS RANK HEALTH INSURANCE AS THE NO. 1 MOST WANTED EMPLOYEE BENEFIT



ACCORDING TO PRICEWATERHOUSECOOPER: SMALL EMPLOYERS EXPECT HEALTHCARE COSTS TO RISE 6% IN 2020 AND 4-10% IN 2021.

ON AVERAGE, THE ANNUAL PREMIUM FOR SINGLE COVERAGE UNDER A GROUP HEALTH PLAN WAS \$7,188 AND \$20,576 FOR FAMILY COVERAGE IN OUR REGION



TIP #1

SHOP AROUND

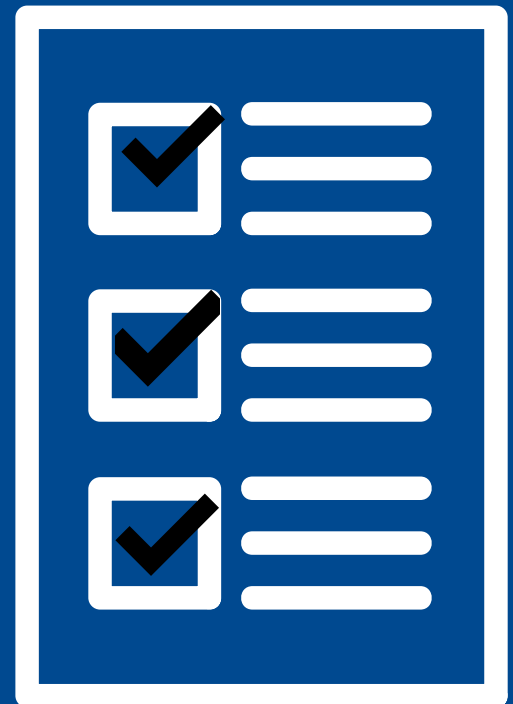


Given the current economic situation, now is the time to make sure your broker is providing you all options available. At renewal time, make sure you are reviewing different plans available in your region. Not all insurance agents primarily focus on employee benefits and might have limited options. If they are not offering to provide alternatives at renewal then it is likely time to look elsewhere. There are many new plans in the marketplace that could provide the same or better benefit of your current plan and be more cost-effective. There are even some plans that can offer money back incentives based on claims experience.

TIP #2

GET CREATIVE

You might want to consider a high deductible plan paired with a Health Reimbursement Account (HRA), Health Savings Account (HSA) or reviewing a gap plan option to help lower premium but not sacrifice benefits. All of these options are designed to help lower premium costs while maintaining an attractive benefit for employees. Over the past few years, more carriers in West Virginia are competing for business and willing to offer lower premiums for employers based on the health factors of their group. Employers are likely paying far more for health insurance premiums than they should be.



TIP #3

FIND A BROKER THAT IS WILLING TO HELP YOUR EMPLOYEES



Partner with a broker that is going to be able provide advice, resources, and information to employees to help them get the most benefit out of their health plan. Educating your employees on becoming better healthcare consumers will help pay dividends in the long run. Investing time and resources in this area can help control claims and curb both employer and employee costs.

Telemedicine services have had a huge surge in utilization during the COVID-19 pandemic and will continue to be a main staple in health insurance benefit plan.

CASE STUDIES

HERE ARE A FEW EXAMPLES OF EMPLOYERS I HAVE HELPED BY IMPLEMENTING THESE COST SAVING STRATEGIES

- An employer with 40 employees were debating canceling their health insurance plan due to renewal costs; I provided a solution allowing them continue coverage and saved \$376,000.
- I helped an employer with 6 employees reduce cost by \$19,000 which was a 40% decrease on previous year's rates
- I saved an Employer with 45 employees \$40,000/year
- An employer with 12 employees was able reduce cost by \$30,000/year and offering a richer benefit plan
- An employer with 35 employees reduced cost by \$107,000 the first year and have had no increases the past 2 years allowing them to offer a richer benefit plan

CONTACT

**ARE YOU READY TO REDUCE
YOUR HEALTH INSURANCE COST?**

PLEASE CALL 304-292-9645

OR

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IS OUR BEST POLICY**