

Health Care Cost to Employees: Comparison of WFU and Cross- Admit Institutions

University Senate Fringe Benefits Committee

How to compare health care plans?

Different premiums, copays, deductibles, maximum cost out of pocket, etc.. make direct comparisons difficult.

Present strategy –

Take various scenarios, and look at cost to employee at different institutions.

Scenarios

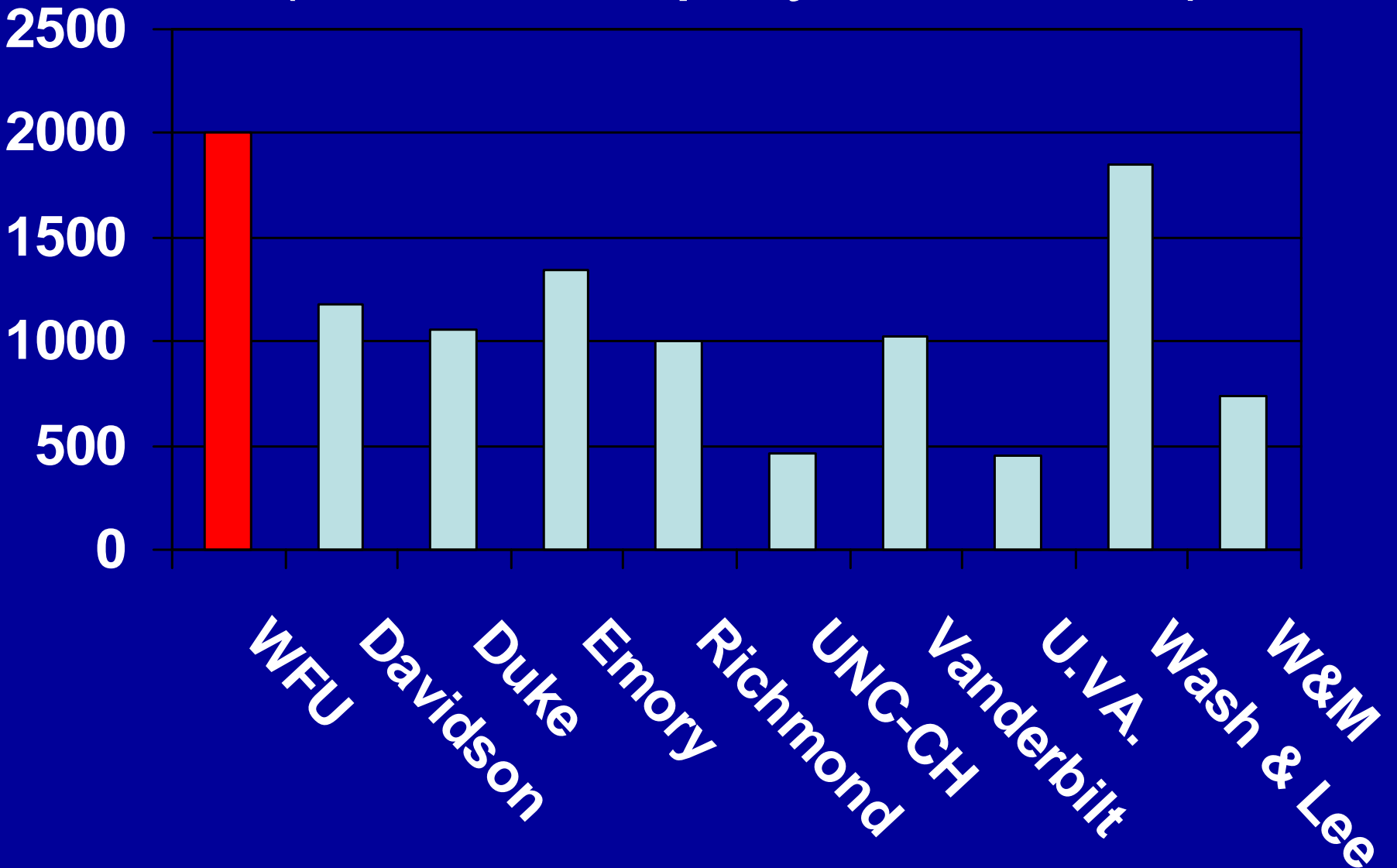
- Individual coverage
 - Minor expense year:
Premiums, one moderate prescription, physical, and one other set of expenses (150.00)
 - Moderate expense year:
Premiums, 2 moderate prescriptions, physical, and one \$10,000 expense
 - Major expense year:
Premiums, 3 moderate prescriptions, physical, and one \$100,000 expense

Please note that because of caps to out-of-pocket expenses, further increases in major expenses have little effect

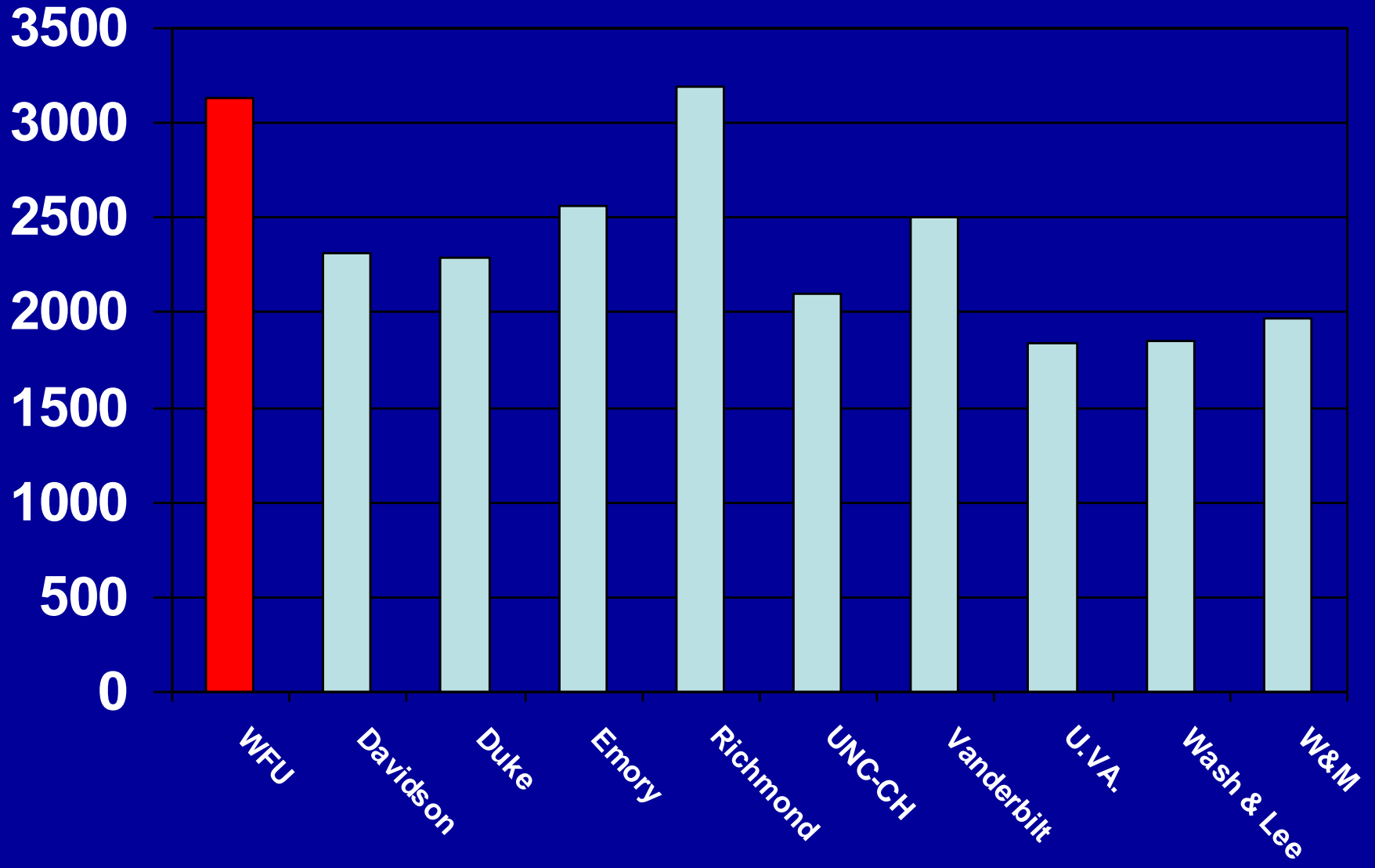
- Family Coverage for Four

- Minor expense year: Premiums, 4 moderate prescriptions, physicals, 1 minor event (\$300.00)
- Moderate expense year: Premiums, 4 moderate prescriptions, physicals, 1 significant event (\$10,000)
- Major expense year: Premiums, 8 moderate prescriptions, physicals, 1 major event (\$100,000)

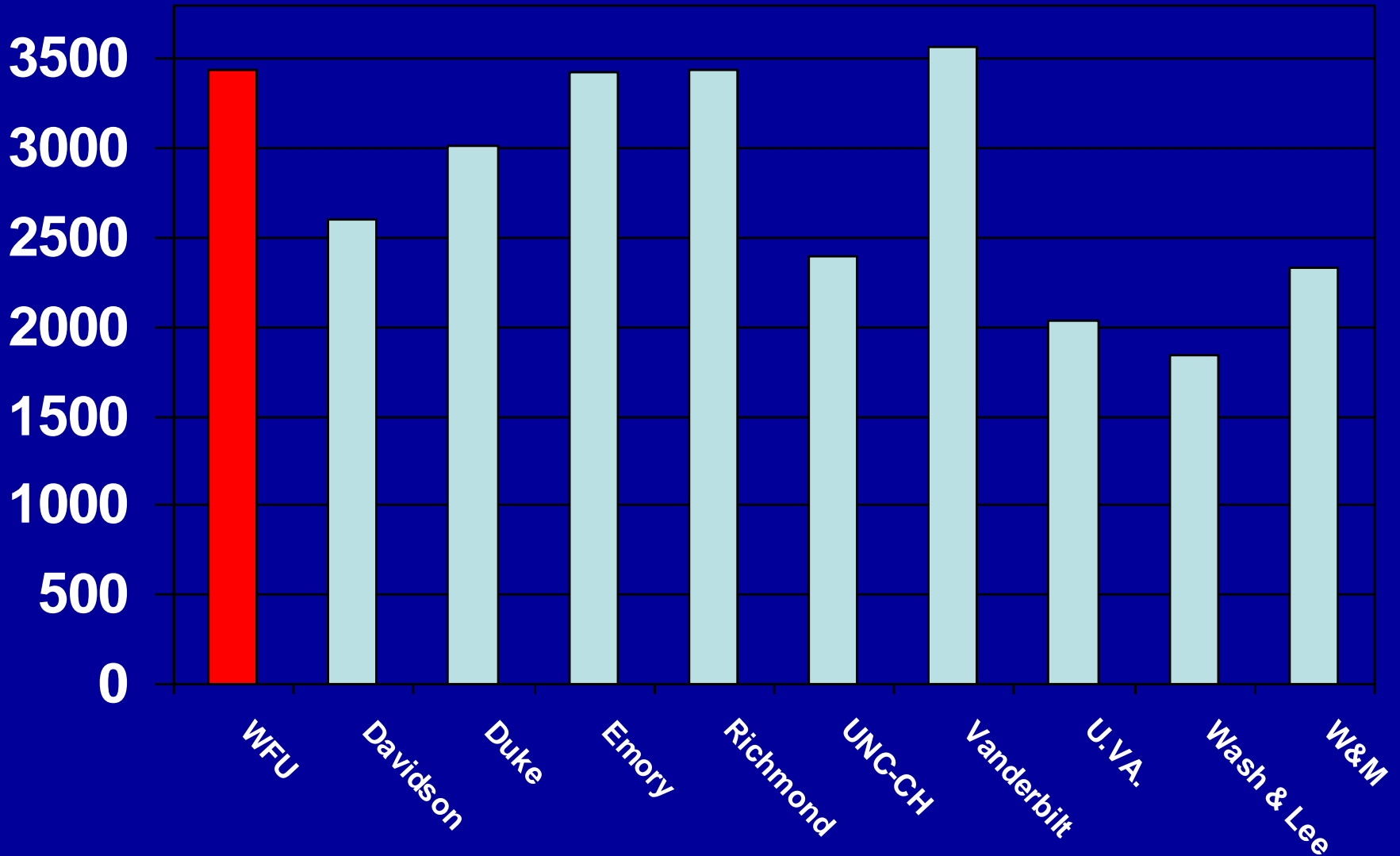
Single employee: Minor expenses (cost in employee dollars)



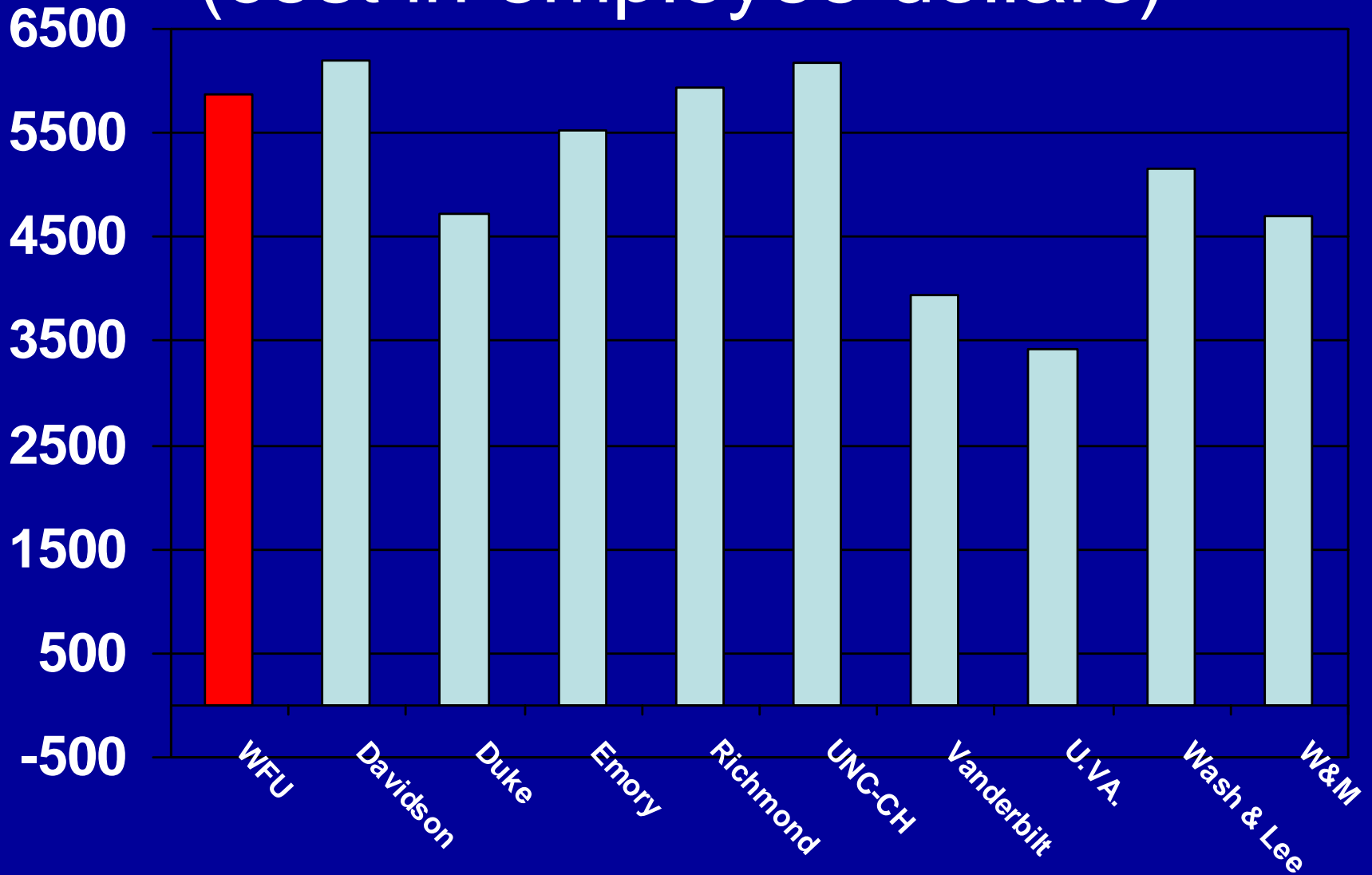
Single employee: Moderate expenses (cost in employee dollars)



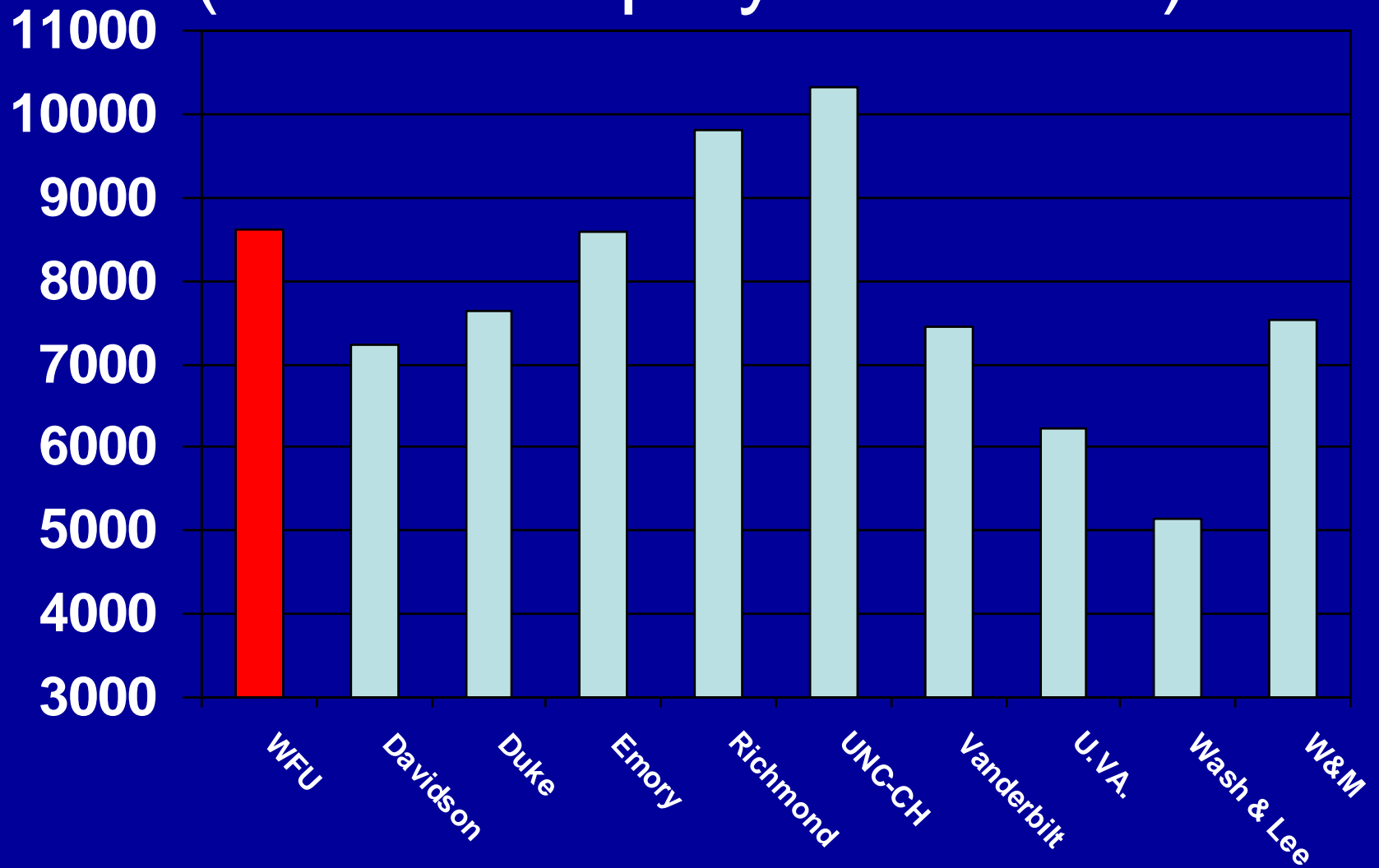
Single employee: Major expenses (cost in employee dollars)



Family of 4: Minor expenses (cost in employee dollars)



Family of 4: Moderate expenses (cost in employee dollars)



Conclusions

- The grass really is greener on the other side: WFU health care expenses to employees are consistently among the highest in the cross-admit institutions
- This is slight less true for family than single coverage, and slightly less true for major event coverage. However, these improvements are modest – WFU moves up to 7/10 or 8/10 rather than 10/10
- Health care expenses to employees at WFU average approximately \$1000.00 more per year!