

2025 HealthFlex Insurance Rates

Frequently Asked Questions

Q: What is a summary of the recommendation to Annual Conference 2024?

A: The Insurance Committee is proposing to adopt Wespeth’s method of calculating participant premiums using premium credits. The prior approach that worked well for our self-funded plans before moving to HealthFlex was to increase all participant premiums by the same percentage. Under HealthFlex this approach resulted in some plans and coverage tiers subsidizing others. It also created a mismatch between the conference’s published rates and the ALEX benefits tool. Calculations of the participant premiums under the prior method may be thrown off when plan designs and benefits change. By using premium credits, these challenges are resolved, and the rates better align with the value of each plan. The objectives of fairness among participants and transparency in the premiums are met.

Q: Where is this proposal in the Annual Conference Workbook? Is this something we are voting on?

A: The proposed method of calculating participant premiums was used when developing the 2025 health plan premiums. These premiums are published in the Insurance Committee’s report in the Annual Conference Workbook. The proposal is included in the vote on the Insurance Committee report during the Annual Conference session.

Q: What are the 2025 health insurance rates?

A: The health insurance rates are published in the Insurance Committee’s report in the Annual Conference Workbook and shown below.

Health Insurance (Monthly)	H5000 Default/Base Plan	H2500	H2000	C3000	C2000	B1000
Church	\$1,508	\$1,508	\$1,508	\$1,508	\$1,508	\$1,508
Personal Employee Only	\$31	\$90	\$247	\$128	\$275	\$323
Personal Employee Plus One	\$142	\$254	\$553	\$327	\$608	\$698
Personal Family	\$190	\$343	\$752	\$443	\$826	\$950

For reference, here are the current rates for 2024.

Health Insurance (Monthly)	H5000 Default/Base Plan	New H2000	H2500	C3000	C2000	B1000
Church	\$1,450	\$1,450	\$1,450	\$1,450	\$1,450	\$1,450
Personal Employee Only	\$20	\$125	\$226	\$112	\$254	\$300.00

Health Insurance (Monthly)	H5000 Default/Base Plan	New H2000	H2500	C3000	C2000	B1000
Personal Employee Plus One	\$122	\$356	\$548	\$333	\$603	\$690.00
Personal Family	\$161	\$482	\$744	\$449	\$820	\$939.00

Q: This looks like a small change in my premiums for 2025. Is that just because it's the first year of changing the way rates are calculated?

A: The change may be a small difference because the plan designs and benefits are not changing between 2024 and 2025. With this new method if any plan designs or benefits change in the future, the rates will better align with the change in value of the plans.

Q: Why are some premiums decreasing and others are increasing between 2024 and 2025?

A: Participant premiums will change to better match the benefits offered in each level of coverage and the actuarial value of each plan. Each participant selects their chosen plan during the Annual Enrollment period. When the plan premiums match the plan chosen, this gives the participant a better understanding of the relative costs and benefits so they have this information when selecting the plan. Higher premium plans tend to have higher benefit levels and lower premium plans tend to have lower benefit levels.

Q: How does the premium credit impact what I pay for health insurance?

A: The premium credit is subtracted from the actual total cost for each plan to arrive at the participant's premium.

The 2025 Total Monthly HealthFlex Cost is shown below. This is the total – not the church nor the participant's share!

Total Monthly HealthFlex Cost by Tier	H2000 with HSA	H2500 with HSA	H5000 with HSA	C2000 with HRA	C3000 with HRA	B1000
Participant Only	\$1,114	\$957	\$898	\$1,142	\$995	\$1,190
Participant + 1	\$2,116	\$1,817	\$1,705	\$2,171	\$1,890	\$2,261
Participant + 2 or more (Family)	\$2,896	\$2,487	\$2,334	\$2,970	\$2,587	\$3,094

The premium credits are set by tier of coverage:

Who is Covered?	Participant Only	Participant + 1	Participant + 2 or more
2025 Proposed Monthly Premium Credit	\$867	\$1,563	\$2,144

The proposed 2025 monthly church cost is \$1,508. For equity in appointment making the church cost is set as the same dollar amount for all churches with a pastor enrolled in HealthFlex. All church health insurance contributions are pooled

to fund the premium credit needed for each pastor enrolled.

Here is an example of a participant who has chosen the H2500 health plan with family coverage in 2025.

Total Monthly Cost for H2500 Family plan	\$2,487
Premium Credit for Family coverage in any health plan	<u>- \$2,144</u>
Participant Personal Monthly Premium for H2500 Family plan	\$343

Q: How can I learn more?

A: Wespeth hosted a webinar to discuss the 2025 HealthFlex Rates. Watch the recording and review the presentation on the Treasurer’s Office Insurance website. We welcome your questions and invite you to send them to benefitsteam@nccumc.org.