

COMMITTEE ON HEALTH PLAN
Jim Allen, Conference Benefits Officer

For over 20 years, the Health Plan Committee evaluated, affirmed, and confirmed our self-funded plan as being the most cost-effective plan for our conference.

Tennessee went from an insured plan with Blue Cross to a self-funded plan around 1995. The program was implemented by Treasurer Terry Little, and conceived by his team of consultants led by Don Stickler (PrimeRISK, LLC) and Jackie Jones (Mercer), who continued to guide and support the plan for the rest of its existence. In 2005, a tsunami of claims hit our plan, virtually wiping out reserves. Careful monitoring coupled with increased premiums at the time stabilized the plan. The benefits remained generous for the next 15 years, with no premium payments by participants (other than deductibles and co-pays), and costs increasing on average less than 2% per year—a fraction of the increases seen by most fully insured plans. As a self-funded plan with adequate reserves, we could weather small storms with little or no increase in premiums. Sunny days reflected in low claims were shared by all. Saved costs meant future Health Plan apportionments were reduced for all.

Our Health Plan has remained in full compliance with the Affordable Care Act of 2010. In the early years, Mercer was our claim administrator. When they left the business in 2010, we retained UMR (a subsidiary of United Healthcare) to handle claims. Mercer continued as advisor and the broker for our stop-loss insurance and Caremark/CVS administered our prescription drug plan.

The pending merger to create the new Tennessee-Western Kentucky Conference brought new realities to light. After two years of study, a Benefits Team appointed by our bishop and comprised of members from both the Tennessee and Memphis conferences determined that switching to plans administered by HealthFlex, a part of Wespath, was in the best interest of the new conference. This committee adopted and supports the change to HealthFlex Exchange as the new provider of health benefits to the Tennessee Conference. We also support the recommendation to move to a blended rate for our churches, which subsidizes clergy spouses and children, and not just participants. The full rate schedule is included in this report.

Finally, we express our appreciation for years of caring work by Melinda Parker, assistant benefits officer; to Ann Cover for her work as chair this quadrennium; Dr. Jennifer Meko, medical consultant; Jackie Jones with Mercer, and Don Stickler, plan consultant. This plan could not have served our people at such a high and efficient level without their contributions.

Active Clergy Health Insurance Beginning January 1, 2021

In 2021, Wespath, through Healthflex Exchange, is opening six medical plan options for clergy and their families, billing the conference a blended rate. For churches with clergy on the conference plan, premiums billed to the churches will reflect that blended rate in the form of a fixed premium credit. Each church will be billed the same amount annually for each full-time clergy. There will also be a 25 percent credit from reserves, for a net cost of $\$13,560 \times 75 \text{ percent} = \$10,170$, or $\$847.50$ per clergy, per church, per month. The clergy then choose the insurance plan that best fits their needs and pay the additional premium appropriate to their selection (if any) through a pre-tax salary reduction.

Dental and vision coverages remain optional and those premiums may also be paid in full or in part through a pre-tax salary reduction. Through Healthflex Exchange, there are three dental and two vision plan options from which the clergy may choose.

The due date for submitting premium payments is the 25th of each month, and a 2 percent late fee will be added for payments received after the due date. The pastor's health plan is subject to cancellation after 90 days of nonpayment.

Active Clergy 2021 Premiums

Medical Plan / Tier	Participant Share per Month (medical only)
B1000	
Employee Only	\$237
Employee and One Dependent	\$450
Family	\$615
C2000 w/ HRA	
Employee Only	\$201
Employee and One Dependent	\$381
Family	\$521
C3000 w/ HRA	
Employee Only	\$89
Employee and One Dependent	\$168
Family	\$230
H1500 w/ HSA	
Employee Only	\$178
Employee and One Dependent	\$338
Family	\$463
H2000 w/ HSA	
Employee Only	\$99
Employee and One Dependent	\$187
Family	\$256
H3000 w/ HSA	
Employee Only	\$0
Employee and One Dependent	\$0
Family	\$0

Dental Plan / Tier	2021 Monthly Rate
None	\$0
Passive PPO 2000	
Employee Only	\$47
Employee and One Dependent	\$94
Family	\$141
Dental PPO	
Employee Only	\$39
Employee and One Dependent	\$77
Family	\$116
Dental HMO	
Employee Only	\$14
Employee and One Dependent	\$26
Family	\$45

Vision Plan / Tier	2021 Monthly Rate
Exam	\$0
Full Service	
Employee Only	\$8.08
Employee and One Dependent	\$13.06
Family	\$20.64
Premier	
Employee Only	\$14.16
Employee and One Dependent	\$22.94
Family	\$36.38

Previous discounts for certain categories will no longer be provided as the new blended rate structure in most cases results in lower premiums than were previously offered, even with the discount.

Eligibility for 2021 will be determined by the HealthFlex Exchange Plan Document.

Eligible early retirees: all retired clergy and retired conference staff under age 65 who (1) have attained age 62 and have 10 years of full time service in the Tennessee Conference or (2) have 35 years of full time service, provided he or she was enrolled at the time of retirement. These participants' individual premiums will be paid by the conference. **This benefit will not be available to anyone who retires after December 31, 2021.**