

State Health Plan Contemplating New Enhanced 80/20 Benefit Plan

By Adam Pridemore for NCASA

The Board of Trustees of the State Health Plan (Board) met for an information-only session this week to discuss, among other things, a proposed benefit change for 2017. Citing a mandate from the General Assembly to save on costs and build up a reserve, the Board is considering making changes to the popular 80/20 plan. Earlier proposals called for dropping the plan altogether; however, that idea has been dropped following pushback from state and school personnel, and other stakeholder groups.

The new plan would raise the 80/20 plan deductible from the current \$700 to \$1,250. It would also raise co-pay costs for non-BOD specialists and hospitals, ER visits, and Tier 3, Tier 5 and Tier 6 drugs. However, the plan would lower co-pay costs of select and non-select primary care visits and BOD specialist visits, as well as visits to urgent care. The proposed plan would also lower co-pay amounts for Tier 1, Tier 2, and Tier 4 drugs.

A summary of the proposed changes can be seen on Slide 9 of a PowerPoint presentation shared at the meeting, which can be found [here](#).

Many have expressed concerns over the proposed changes and the chipping away at benefits many state employees and school personnel receive. It has been noted to the Board that many state and school employees have gone years without any pay increase, and during this same time, their health care costs have increased. School administrators have voiced their concerns that reducing health benefits will exacerbate the already growing problem of finding qualified classroom teachers to fill open vacancies.

The Board will vote on this new plan during its next meeting May 12-13. NCASA urges all of our members to [contact the Board of Trustees](#) now to voice your concern over the proposed changes.

In addition to discussing the above proposed changes, the Board also heard other presentations, including a look at the [State Health Plan's 2016 Legislative Priorities](#). All documents and presentations from the April 27 meeting can be seen [here](#).

To read more on this meeting, an article written by WRAL-TV can be found [here](#).