



## Case Study for The Institute for Sustainable Communities using a Choice Care Card based HRA

The Institute for Sustainable Communities, a 20 employee social service agency, had been insured with a \$500 deductible 80/20 PPO plan for many years. Like most other employers, they had been suffering double digit rate increases year after year.

In 2004, The Institute for Sustainable Communities took control of their health insurance program by implementing a higher deductible health plan along with a Choice Care Card based HRA.

The plan design implemented in 2004 is as follows:

- \$3,000/6000 deductible
- 100% co-insurance
- \$3,000 out of pocket maximum
- \$30 office visit co-pay with preventive care

The company funds an HRA with \$1,500/3000 annually for singles and families.

The results for the years 2004 through 2007 are as follows

Previous health plan premiums that would have been paid	\$759,008
Premiums paid for the high deductible health plan	\$447,354
Actual HRA funds spent	132,509
Choice Care Card admin fee	8,640
Total spent with HDHP and Choice Care Card	<u>\$588,503</u>
<b>Total Savings over the four year period</b>	<b>\$170,505</b>
<b>Annual Savings per employee:</b>	<b>\$ 2,131</b>