

Plan Highlights for 2023-2024



✓ **Medical – We will be remaining with Health New England as our health insurance provider.**
Employees have a choice of four HMO plans. Employees who reside outside of the HNE service area will have the option to choose between two PPO plans. Highlights of the plans are:

- **HMO Essential 1000**
Office visit copays \$20; Specialists office visit copays \$40
Inpatient Hospital and Same Day / Outpatient Surgery subject to \$1000 / \$2000 deductible
Prescriptions filled in a retail store (30-day supply) the copays for medications will remain \$15/Tier 1 (generic) \$50/Tier 2 & \$100/Tier 3. Copays for the 90-day mail-order will be \$30 / \$100 / \$300
- **HMO Essential 2000**
Office visit copays \$20; Specialists office visit copays \$40
Inpatient Hospital and Same Day / Outpatient Surgery subject to \$2000 / \$4000 deductible
Prescriptions filled in a retail store (30-day supply) the copays for medications will remain \$15/Tier 1 (generic) \$50/Tier 2 & \$100/Tier 3. Copays for the 90-day mail-order will be \$30 / \$100 / \$300.
- **HMO Essential 3000**
Office visit copays \$25; Specialists office visit copays \$40
Inpatient Hospital and Same Day / Outpatient Surgery subject to \$3000 / \$6000 deductible
Prescriptions filled in a retail store (30-day supply) the copays for medications will remain \$20/Tier 1 (generic) \$50/Tier 2 & \$100/Tier 3. Copays for the 90-day mail-order will be \$40 / \$100 / \$300.
- **HMO Wise Max - HDHP**
\$2,000 Individual / \$4,000 Family Deductible
Preventive office visits covered at 100%
Prescription Drugs: Deductible, then \$10 / \$30 / \$60 filled in a retail store (30-day supply); Deductible, then \$20 / \$60 / \$180 for mail order (90-day supply).
All services go toward the deductible before plan pays. Once any individual on a family plan has paid \$2,700 towards the family deductible, the plan will begin to pay benefits for that individual.
- **PPO Essential 1000– (only available to employees outside the HNE service area)**
Office visit copays \$20; Specialists office visit copays \$40
Inpatient Hospital and Same Day / Outpatient Surgery subject to \$1000 / \$2000 deductible
Prescriptions filled in a retail store (30-day supply) the copays for medications will remain \$15/Tier 1 (generic) \$50/Tier 2 & \$100/Tier 3. Copays for the 90-day mail-order will be \$30 / \$100 / \$300
- **PPO Essential 2000 – (only available to employees outside the HNE service area)**
Office visit copays \$20; Specialists office visit copays \$40
Inpatient Hospital and Same Day / Outpatient Surgery subject to \$2000 / \$4000 deductible
Prescriptions filled in a retail store (30-day supply) the copays for medications will remain \$15/Tier 1 (generic) \$50/Tier 2 & \$100/Tier 3. Copays for the 90-day mail-order will be \$30 / \$100 / \$300.

- ✓ **Health Savings Account (HSA)** – Employees who enroll in the HNE HMO Wise Max HDHP medical plan are eligible to open a health savings account through Health Equity. This is a unique tax-advantage account that can be used to pay for current or future healthcare expenses. When combined with a high-deductible health plan, it offers saving and tax advantages that a traditional health plan can't duplicate.

- Square One will contribute to your Health Savings Account to help pay for the annual deductible. Square One will contribute \$1,000/Single and \$2,000/Family per plan year. Please see pages 12-13 for contribution schedule.

2023 IRS Limits

	Single	Family
Maximum Contribution:	\$3,850	\$7,700
Catch Up Contribution (55+):	\$1,000	\$1,000

- ✓ **Flexible Spending Accounts (FSA)** – Square One will continue to offer FSA plans through Group Dynamic. This is a pre-tax employee-paid program, for reimbursement of out-of-pocket healthcare costs not covered by health, dental or vision insurance. The limits for 2023 will be \$3,050 for qualified medical expenses and \$5,000 for dependent care.
- ✓ **Limited Purpose Flexible Spending Account (LPFSA)** - Square One will offer a Limited Purpose FSA plan through Group Dynamic. This LPFSA is only available to employees who are enrolled in the Health New England HMO Wise Max High Deductible Health Plan. The limit for 2023 will be \$3,050 for qualified dental and vision expenses. This is a pre-tax employee-paid program for reimbursement of out-of-pocket healthcare costs not covered through your dental or vision plan.
- ✓ **Health Reimbursement Account (HRA)** - Square One will continue to offer a health reimbursement arrangement (HRA) with Health Equity for employees enrolled in the Health New England HMO Essential 1000 Plan, which helps to pay for your annual deductible. We will reimburse up to \$500 per single and \$1,000 per 2-person or family towards the annual deductible. Your enrollment is automatic upon enrolling in the Health New England HMO Essential 1000 Plan.
- ✓ **Health Reimbursement Account (HRA)** - Square One will continue offer the health reimbursement arrangement for employees who are enrolled in the Health New England HMO Essential 2000 Plan. We will reimburse up to \$1,000 per single and \$2,000 per 2-person or family towards the annual deductible. Your enrollment is automatic upon enrolling in the Health New England HMO Essential 2000 plan.
- ✓ **Health Reimbursement Account (HRA)** - Square One will also offer the health reimbursement arrangement for employees who are enrolled in the Health New England HMO Essential 3000 Plan. We will reimburse up to \$1,500 per single and \$3,000 per 2-person or family towards the annual deductible. Your enrollment is automatic upon enrolling in the Health New England HMO Essential 3000 plan.
- ✓ **Health Reimbursement Account (HRA)** - Square One will continue to offer a health reimbursement arrangement (HRA) with Health Equity for employees enrolled in the Health New England PPO Essential 1000 Plan, which helps to pay for your annual deductible. We will reimburse up to \$500 per single and \$1,000 per 2-person or family towards the annual deductible. Your enrollment is automatic upon enrolling in the Health New England PPO Essential 1000 Plan.
- ✓ **Health Reimbursement Account (HRA)** - Square One will continue offer the health reimbursement arrangement for employees who are enrolled in the Health New England PPO Essential 2000 Plan. We will reimburse up to \$1,000 per single and \$2,000 per 2-person or family towards the annual deductible. Your enrollment is automatic upon enrolling in the Health New England PPO Essential 2000 plan.
- ✓ **Dental** – Dental coverage is remaining with Delta Dental. Coverage and benefits will remain the same. See page 14 for details. Note that Delta's PPO Plus Premier plan network includes 96% of all dentists in Massachusetts.
- ✓ **Basic Life, AD&D Insurance** – will be administered by Lincoln Financial. Coverage & benefits will remain the same and continue to be 50% paid for by Employees through payroll deductions.
- ✓ **Voluntary Short Term Disability** –will be administered by Lincoln Financial. Coverage & benefits will remain the same and continue to be 50% paid for by Employees through payroll deductions.
- ✓ **Long Term Disability** –will be administered by Lincoln Financial and Square One will continue to pay 100% of the cost of this program for the 2023-24 Plan Year.
- ✓ **Voluntary Accident, Critical Illness, Whole Life & Hospital Indemnity** –all benefit eligible employees have the opportunity to elect supplemental accident, critical illness, whole life, and hospital indemnity insurance administered by Colonial Life. These benefits are paid for by Employees through payroll deductions.