



Florida Insurance Brokers, *simplifying the complicated subject of employee benefits and helping you design benefit packages that will attract and maintain a talented workforce.*

## Know Your Plan

Knowing just a few things before you compare plans can make it simpler.

The 4 “metal” categories: There are 4 categories of health insurance plans: Bronze, Silver, Gold, and Platinum. These categories show how you and your plan share costs. Plan categories have nothing to do with quality of care.

Your total costs for health care: You pay a monthly bill to your insurance company (a “premium”), even if you don’t use medical services that month. You pay out-of-pocket costs, including a deductible, when you get care. It’s important to think about both kinds of costs when shopping for a plan.

Plan and network types — HMO, PPO, POS, and EPO: Some plan types allow you to use almost any doctor or health care facility. Others limit your choices or charge you more if you use providers outside their network.

[Link to Additional Resources](#)

Metal Level is a measure of plan’s relative value



- Metal Level is NOT a measure of what a plan will actually pay for a single individual.
- Theory: Metal Level uses “Actuarial Value” (AV) as applied to a Standard Population.  
E.g., if 100,000 random people all bought the same Silver Plan, the insurer would pay about 70% of the total cost of the claims.
- Practice: Issuers use an “Actuarial Value Calculator” to determine plan Metal Level.



## The Important P's - Premium, Plan & Provider Network



—How do you take a complicated subject like insurance and simplify it in such a way that people can make an intelligent decision on what is best for them? Know the plan, check the provider network, and consider the premium.

First, does the plan fit the way you use your insurance, if it does then make sure your doctor is in network. Then calculate the cost: your cost is the total amount of what you pay in premium plus your deductible plus any copayment or coinsurance. The lowest premium isn’t always the lowest costing plan.

[Link to Additional Resources](#)

## Holiday Eating

Holidays are about spending time with family and friends, celebrating the season and partaking in delicious cuisine. But for people trying to watch what they eat, holidays -- especially Thanksgiving -- can be difficult. When you're surrounded by delicious foods that only emerge once a year, you like to fill up on them. Additionally, the stress that often accompanies a busy holiday gathering can lead to eating more than initially planned. You shouldn't let the risk of falling off the wagon ruin your holiday fun. One meal isn't going to make you fat.

[More...](#)

“People are so worried about what they eat between Christmas and the New Year, but they really should be worried about what they eat between the New Year and Christmas.”

—Unknown



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We would like an opportunity to provide a no obligation consultation to review your company health benefits. Our Benefit Consultants have the resources to inform and guide you through the processes and requirements involved in group benefit packages, including health insurance, payroll, and many other HR decisions. Our online enrollment/hris system makes benefit implementation a breeze. Let us help you.

### **BENEFIT ADMINISTRATION DONE RIGHT!**

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