

Option 3 – FAQ

- Why are we adding another health insurance contribution option?
 - We are revising our contribution plan to provide **more competitive** and **affordable** option for our employees.
- How are the employer contribution rates established under Option 3?
 - The employer contributions are **benchmarked** to labor market averages among **comparable school systems** in the region.
- Will current employees be able to move to Option 3?
 - Yes. Each year HCPS provides an election period which will allow you to move to Option 3. This election period occurs in conjunction with our open enrollment period and changes are effective on **October 1** each year.
- Will you be able to change your election from Option 3?
 - No. Once you elect to move to Option 3 that is the contribution plan that you will have for the remainder of your time employed with HCPS, or until other options become available. All employees hired **after 7/1/15** will be on the Option 3 contribution plan.
- May we still elect Option 1?
 - No. As of 7/1/2015 only current participants under Option 1 will remain in that contribution plan. Option 1 & Option 2 (Legacy) participants will remain in those plans unless they elect to move to Option 3 at some point.