

**The 172nd Annual Convention  
Diocese of Chicago  
November 20-21, 2009**

**Subject:** Minimum Clergy Medical and Dental Insurance Premium Payment  
**Sponsor:** Diocesan Treasurer, Diocesan Council

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**RESOLUTION D-172**

*Resolved*, that the minimum premium level to be paid by employers of full-time clergy in the Diocese for medical insurance shall be equal to the premium cost of the Exclusive Provider Organization (EPO) 80 Plan offered in calendar year 2010 unless a High Deductible Health Plan (HDHP) with a Health Savings Account is selected. In which case, the maximum out-of-pocket difference between the EPO 80 and the HDHP (\$5,450 for family and \$2,700 for an individual) shall be placed in a Health Savings Account (HSA) on the first working day of January 2010; and be it

*Further resolved*, that the minimum premium level to be paid by employers of full-time clergy in the Diocese for dental insurance shall be equal to the premium cost of the Basic Dental Plan.

**EXPLANATION**

In 2009, six plans were offered and in 2010 the Aetna POS plan is being eliminated. A new High Deductible Health Plan through Cigna will be added. In 2010, six plans will continue to be offered with a wide range of premiums.

The premium level in this resolution is set at the cost of the EPO 80.

If the church and clergy select the High Deductible Health Plan with a funded Health Savings Account:

- The maximum out-of-pocket for Clergy remains at \$3,000 for family and \$1,500 for individual coverage.
- The HSA belongs to the clergy and any amount unused is carried over and is portable.
- According to the IRS, domestic partners cannot be included as a dependent for distributions from an employee's HSA. The suggested remedy is to fund two HSA accounts at \$2,725.00 each; one for the employee and other for the domestic partner.
- The cash flow (expense) for the church is higher in January and is less each month thereafter.

- The annual savings to the church is \$756 for individual coverage and \$2,518 for family coverage.

To the extent this resolution affects clergy on staff at the Diocesan Center, the impact of this adjustment has been reflected in the 2010 budget with the Diocesan Staff moving to the HDHP coverage plus the funding of an HSA.