

# 2019 Benefits Renewal

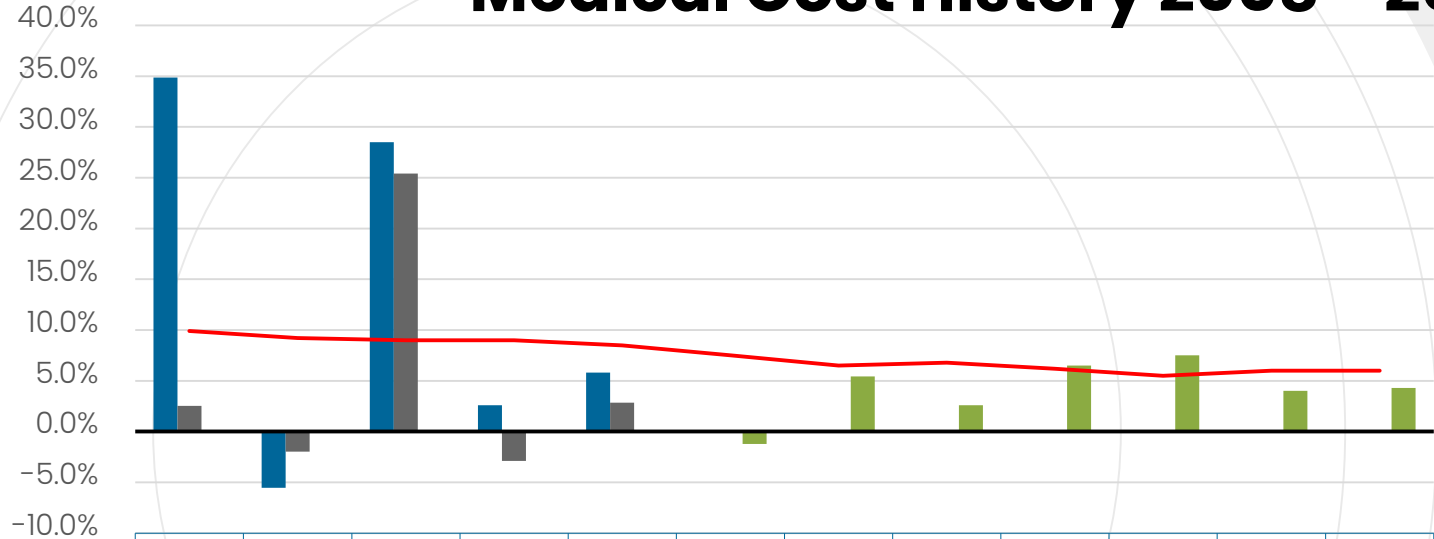
**Benefits Committee Meeting  
September 14, 2018**



# Summary of Non-Medical Plans

Benefit Type	Rate Change for 2019	Rate Guarantee	Renewal Date
Dental HMO	Rate pass	2 years	January 2021
Dental PPO	Rate pass	1 year	January 2020
Vision	n/a	Year 3 of 3	January 2020
Basic Life	+15.9%	3 years	January 2022
Basic AD&D	Rate pass	3 years	January 2022
Long Term Disability	Rate pass	3 years	January 2022
Voluntary Life/AD&D	Rate pass	3 years	January 2022
Voluntary Long Term Care	No changes	n/a	n/a
Voluntary Legal Plan	Rate pass	1 year	January 2020

# Medical Cost History 2008 – 2019



	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Self-Funded	34.9%	-5.5%	28.5%	2.6%	5.8%							
Kaiser	2.5%	-2.0%	25.4%	-2.9%	2.9%							
VEBA						-1.2%	5.4%	2.6%	6.5%	7.5%	4.0%	4.3%
National Trend	9.9%	9.2%	9.0%	9.0%	8.5%	7.5%	6.5%	6.8%	6.2%	5.5%	6.0%	6.0%

National Trend Source: PwC Health Research Institute medical cost trends 2008-2019; HRI recalibrated 2017 and 2018 from last year's report

# 2019 Annual Projected Costs

Benefit Type	2018 Plan Year	2019 Plan Year	% Change
Medical	<b>\$15,603,072</b>	<b>\$16,277,712</b>	<b>4.3%</b>
Dental	<b>\$1,077,165</b>	<b>\$1,077,165</b>	<b>0%</b>
Vision	<b>\$91,670</b>	<b>\$91,670</b>	<b>0%</b>
Basic Life/AD&D	<b>\$35,772</b>	<b>\$41,444</b>	<b>15.9%</b>
Long Term Disability	<b>\$61,563</b>	<b>\$61,563</b>	<b>0%</b>
<b>Annual Total</b>	<b>\$16,869,242</b>	<b>\$17,549,554</b>	<b>4.0%</b>
Employee Contributions	<b>\$0</b>	<b>\$0</b>	<b>0%</b>
District Cost Share	<b>100%</b>	<b>100%</b>	<b>4%</b>



**\$680,311** annual increase

Projected change from 2018 to 2019

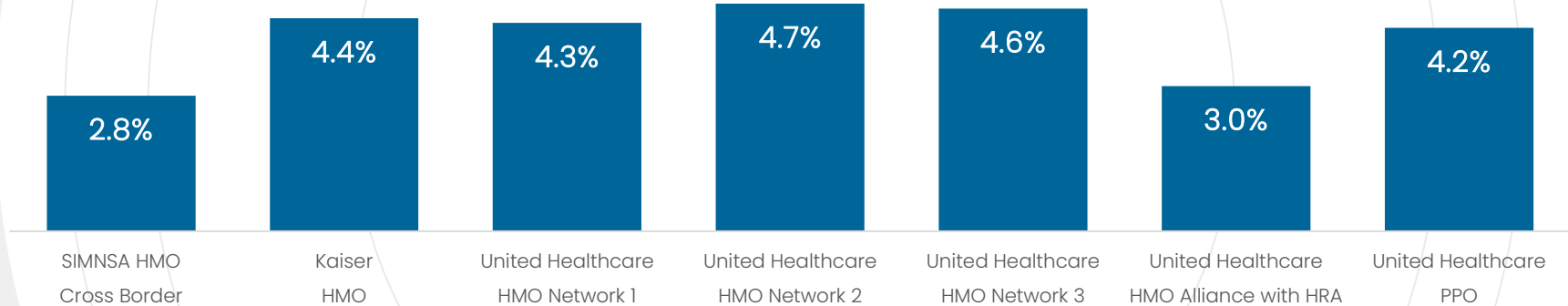
**\$17,445** cost per employee per year

Average annual cost to cover each employee; excludes pension

**1,006** participants

On average, 68% of participants enroll at least one dependent

# 2019 Medical Cost Changes by Plan



90% of enrollment is in these two plans

# Comparisons!

## Kaiser

55% enrollment

### 2019 Monthly Cost

- \$607 single
- \$1,691 family

### Plan Design

- \$10 office visit
- \$50 emergency
- \$0 hospital inpatient

## United Healthcare

45% enrollment

### 2019 Monthly Cost (HMO 1)

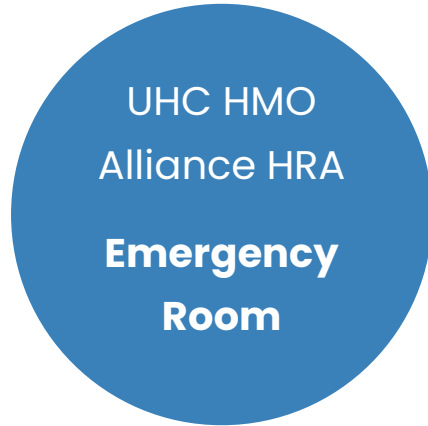
- \$709 single
- \$1,963 family

### Plan Design

- \$10 office visit
- \$100 emergency
- \$0 hospital inpatient



# 2019 Medical Plan Design Change



2018  
\$300 copay



2019  
Deductible then  
\$300 copay

Yes, that's the only change to the medical plan designs!



# Open Enrollment Goals



1. Educate employees on dental and vision plans
2. Continue to move employees away from high cost medical plans
3. Boost enrollment in flexible spending accounts
4. Measure effectiveness of open enrollment office hours
5. Increase open enrollment submission rate in Workday to 60% compliance