

Request to Change Health Insurance Plan Year

August 23, 2011

SUMMARY:

As a result of the Board action taken on June 28, 2011 authorizing participation in the TRS ActiveCare medical plans, staff is requesting approval for changing all of the district's health insurance products from a calendar year to a plan year in order to match up with the TRS ActiveCare year.

BOARD GOAL:

VI. Growth, Change & Fiscal Responsibility... In pursuit of excellence, the district will:

- demonstrate effective and efficient management of district resources

PREVIOUS BOARD ACTION:

The Board approved District participation in the TRS ActiveCare medical plans on June 28, 2011

BACKGROUND INFORMATION:

Since the District became self-funded in the early 1980's, we have maintained our health insurance plan(s) on a calendar year as opposed to a plan year basis.

SIGNIFICANT ISSUES:

TRS ActiveCare runs on a plan year from September 1st through August 31st. In switching all products to the same plan year, it will result in a short plan year for 2012, which will run January 1 through August 31, 2012. The plan years from that point forward will run from September 1 through August 31. If we remain with a calendar year for some products, and a plan year for medical, the employees will potentially experience three enrollment periods a year.

FISCAL IMPLICATIONS:

None

BENEFIT OF ACTION:

Having all health insurance products on the same plan year will allow employees the opportunity to make changes to any of their product selections at one time.

SUPERINTENDENT'S RECOMMENDATION:

Change the insurance year from a calendar year to a plan year of September 1 – August 31 to coincide with the TRS ActiveCare plan year.

STAFF PERSONS RESPONSIBLE:

Sally Havey, Insurance Coordinator
Debbie Monschke, Executive Director of Administrative Services

APPROVAL:

Signature of Staff Member Proposing Recommendation: _____

Comments: _____

Signature of Divisional Leader: _____

Comments: _____

Signature of Superintendent: _____

Comments: _____