

Executive Summary

Prepared for Board of Trustees Meeting

August 11, 2011

Employee Health Insurance Report

Purpose of Report

This report is to present to the Board of Trustees, for their review and discussion, the recommendations for our 2012 Employee Health Insurance Program.

Objectives

- Review of plan benefits on an annual basis to determine if changes should be made.
- Stay competitive with benefits being offered by other school districts.

Operational Impact

We are hoping to have the recommended changes approved at the August 23, 2011 Board of Trustees meeting.

Current plan options:

- Dental - MetLife Dental
- Dental - QCD Dental (option includes a vision benefit)
- Vision – Superior Vision
- Basic Life – ING
- Optional Life – ING
- Short-Term Disability – Ft. Dearborn
- Long Term Disability – Ft. Dearborn
- Supplemental Cancer Coverage – Humana
- Section 125 Flexible Spending Plans – United HealthCare
- Employee Assistance Program – United HealthCare

Program changes under consideration:

- Change from MetLife Dental to Cigna Dental
- Change the Flexible Spending Plan Administrator from United HealthCare
- Eliminate the Employee Assistance Program

As a result of the recommended changes:

- Changing from MetLife to Cigna Dental will provide the employees with a 4% savings in premium costs.
- Eliminating the Employee Assistance Program will realize a savings to the District of approximately \$60,000 in administration fees annually.
- Changing the Flexible Spending Administrator will potentially result in a savings to the District in administrator fees as well as provide better service to the employees.

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Other Options

The recommendations being made represent an effort to keep our benefits current and comparable to products offered by other school districts and provide the best, most cost effective program to our employees with the resources available.