

Executive Summary

May 28, 2019

Employee Health Insurance Workshop

Board Goal:

Growth & Management ... In pursuit of excellence, we will:

- Provide Leadership and/or oversight to ensure District meets all fiscal, legal and regulatory requirements.
- Demonstrate effective and efficient management of district resources.

Culture & Climate...In pursuit of excellence, we will

- Promote health, wellness and emotional well-being

Purpose of Report

This report is to present to the Board of Trustees, for their review and discussion, an update of the TRS Medical plan changes for 2019-2020.

Objectives

Review of plan benefits on an annual basis to keep the Board apprised of rate and benefit changes that are being made for the upcoming year.

Operational Impact

Current TRS Medical Plan Options: ActiveCare 1-HD ActiveCare Select, ActiveCare 2, Scott & White HMO.

2019-2020 TRS Medical Plan Options:

- ActiveCare 1-HD
- ActiveCare Select
- ActiveCare 2 – Is a closed plan. Only participants currently enrolled in ActiveCare 2 are eligible to maintain coverage on this plan for 2019-2020. No new enrollments will be allowed.
- Scott & White – HMO

Select Benefit and Rate Changes for 2019-2020:

- Deductibles did not increase on any TRS ActiveCare medical plans.
- Deductibles decreased Scott & White HMO plans.
- Out of pocket maximum amounts increased for all plans.
- Prescription coverage benefit changes for TRS ActiveCare 1-HD.
 - Coinsurance increased to 25% after deductible for preferred brand drugs.
- Prescription coverage benefit changes for ActiveCare Select.
 - Copays were reduced for generic drugs and changed to 25% coinsurance after deductible on preferred brand name drugs with minimum and maximum out of pocket costs to the member.
- Prescription coverage benefit changes for TRS ActiveCare 2.
 - Changes from copays to 25% coinsurance after deductible on preferred brand drugs with minimum and maximum out-of-pocket costs to the member. This plan also increased the minimum and maximum out-of-pocket costs to the member on non-preferred brand drugs.
- Rate changes for offered plans:
 - TRS active care 1-HD and ActiveCare Select rates increased 3.00%.
 - TRS ActiveCare 2 increased 8.91%.
 - Scott and White rates decreased 3.4%.
- Denton ISD Open Enrollment is scheduled for July 1 – August 23, 2019. The District contribution will remain at \$260 per eligible employee per month.

Results

The TRS Board approved the benefit and rate changes during their April 2019 meeting.
