

Browning Public Schools
Welfare Plan Pre-Renewal Discussion
Board of Directors March 2018 Meeting

PayneWest Insurance appreciates the opportunity to provide benefit consulting services to Browning Public Schools.

Key 2018 key cost containment measures for review:

- Medical, Dental, and Vision budget is based on a composite number
 - PayneWest will provide a 4-tiered composite illustration for review
- Stop loss proposals are being solicited from several carriers
 - Current Sun Life Stop Loss renewal will be finalized after March data is received
- Preliminary Budget projection
 - Final budget projection will be provided when Stop Loss options are received
- Consider removing Medicare-eligible retiree coverage to a Group Medicare policy
 - PayneWest will review Group Medicare proposals and make a recommendation
- Consider amending active policy language to act as a Medicare supplement for Active members who become Medicare-Eligible
- Consider amending Pharmacy plan design to 3-tiered structure (current structure: 2 Tiers)
 - PayneWest will analyze and make final recommendation for amendment
- Consider removal of Double-coverage benefit
 - PayneWest will analyze current double-covered members and claims utilization in order to make final recommendation
- Browning Public Schools currently has 3 claimants who have exceeded the Individual stop loss limit of 95K (July 2017-Current)
- Recommendation to amend Open Enrollment period to May, with changes effective July 1 annually
 - Open Enrollment changes would coincide with Plan Year renewal as well as Administrative/Stop Loss renewal and any changes to the budget
 - Recommend changing Flex Plan year to July through June to match