



**Department of Human Resources & Finance & Operations
IMPROVEMENT PLAN
2012-13**

Department Goal: Increase VEBA health insurance plan participation

District Key Result: Effective and Efficient Operations

Supporting Data (evidence of need): Health insurance costs continue to grow industry-wide as well as with our group. This is based largely on claims experience. VEBA plans have worked effectively in many cases to help reduce health insurance premiums in schools by helping to make employees become better consumers of insurance. In lieu of insurance premium payments, employees have the opportunity to grow funds in a HRA for future medically related expenses.

Measures:	Targets:
1. Review the plan participant numbers prior to and following open enrollment on 10/2/2013 (221 on 11/6/12)	1. 250 participants by 10/1/2013 renewal

Strategies	Person(s) Responsible	Timeline
1. Continue to work with Insurance committee to educate them about the program	Gary Kawlewski, Miranda Kramer, Moreen Martell	2012-13 quarterly meetings
2. Set up multiple short education sessions for staff to provide information and education	Gary Kawlewski, Miranda Kramer, Moreen Martell	August 2012-September 2013
3. Identify one to two employees in each bargaining group enrolled in VEBA to act as a spokesperson to assist in promoting VEBA to other employees	Gary Kawlewski, Miranda Kramer, Moreen Martell	September 2012-September 2013

To be completed in June:

Accomplished: Yes No In Progress

Actual Results:

Future Steps: