

2022-2023 Employee Benefits

May 9, 2022

2022-2023 TRS ActiveCare Changes

- Established Regional Premiums based on geographic region
- Texas Legislature allocated \$435 million to TRS ActiveCare
- Premiums either remained the same as 2021-2022 or decreased except for the HMO plan
- Zero plan changes for all plans offered through TRS

TRS Regional Premiums

- TRS took the average statewide costs to determine the regional premiums
- Examined the number of physicians, hospitals, access to care demographics, and health issues in each area of the state
- Health costs in DFW cost more than in other areas of the state

TRS-ACTIVECARE MEDICAL PLANS

BlueCross BlueShield of Texas Network

- TRS-ActiveCare Primary
- TRS-ActiveCare HD
- TRS-ActiveCare Primary +

Baylor Scott & White (North/Central TX)

- HMO

2022-2023 High Deductible Plan Premium

TRIS-ActiveCare HD	2022-2023 Premium with \$300 District Contribution	Premium Increase
Employees participating in the plan	811	
Employee Only	\$ 129.00	0.00
Employee and Spouse	\$ 909.00	0.00
Employee and Child(ren)	\$ 472.00	0.00
Employee and Family	\$ 1,145.00	0.00

2022-2023 Primary Plan Premium

TRS-ActiveCare Primary	2022-2023 Premium with \$300 District Contribution	Premium Increase
Employees participating in the plan	622	
Employee Only	\$ 117.00	0.00
Employee and Spouse	\$ 876.00	0.00
Employee and Child(ren)	\$ 451.00	0.00
Employee and Family	\$ 1,105.00	0.00

2022-2023 Primary Plus Plan Premium

TRS-ActiveCare Primary Plus	2022-2023 Premium with \$300 District Contribution	Premium Decrease
Employees participating in the plan	198	
Employee Only	\$ 242.00	\$ (17.00)
Employee and Spouse	\$ 1,034.00	\$ (50.00)
Employee and Child(ren)	\$ 579.00	\$ (34.00)
Employee and Family	\$ 1,375.00	\$ (61.00)

BAYLOR SCOTT & WHITE HMO – CENTRAL AND NORTH TEXAS PREMIUMS

Baylor, Scott & White HMO	2022-2023 Premium with \$300 District Contribution	Premium Increase
Employees participating in the plan	39	
Employee Only	\$ 269.24	\$ 18.14
Employee and Spouse	\$ 1,131.08	\$ 49.08
Employee and Child(ren)	\$ 615.65	\$ 32.15
Employee and Family	\$ 1,347.24	\$ 169.24

2022-2023 Dental Premiums

Dental	2021-2022	2022-2023	Monthly Increase
High Plan Cigna Dental			
Employee	\$ 48.34	\$ 51.24	\$ 2.90
Employee and Spouse	\$ 90.38	\$ 95.80	\$ 5.42
Employee and Children	\$ 75.66	\$ 80.20	\$ 4.54
Employee and Family	\$ 122.96	\$ 130.34	\$ 7.38

Low-Plan Cigna Dental			
Employee	\$ 23.24	\$ 24.63	\$ 1.39
Employee and Spouse	\$ 42.62	\$ 45.17	\$ 2.55
Employee and Children	\$ 34.88	\$ 36.97	\$ 2.09
Employee and Family	\$ 55.22	\$ 58.53	\$ 3.31

Alternative Choice Plan Cigna Dental			
Employee	\$ 18.27	\$ 19.36	\$ 1.09
Employee and Spouse	\$ 36.72	\$ 38.92	\$ 2.20
Employee and Children	\$ 29.15	\$ 30.90	\$ 1.75
Employee and Family	\$ 47.59	\$ 50.45	\$ 2.86

2022-2023 Vision Plans

Vision Plan	2021-2022	2022-2023	Monthly Increase
Ameritas VSP Vision Plan			
Employee	\$ 7.24	\$ 8.56	\$ 1.32
Employee and Spouse	\$ 14.44	\$ 17.08	\$ 2.64
Employee and Children	\$ 15.48	\$ 18.28	\$ 2.80
Employee and Family	\$ 24.68	\$ 29.16	\$ 4.48

Next Steps for Benefit Enrollment

- District communication sent to all employees tomorrow
- TRS will set open enrollment dates for mid-July through late August
- Personalize assistance is available at campuses throughout the district in July and Aug

Questions