BOE Agenda Item Executive Summary
June 14, 2021

Topic: Medical, Pharmacy, Vision, and Dental Benefit Plan (Annual)

Background Information: The district has operated self-funded plans since 1981. We have worked with third-party administrators to design and administer benefits plans that meet the requirements and financial limits established through negotiations.

Medical, Pharmacy, Vision and Dental Plan: All benefitted employees with an FTE of .75 and above receive an offer for basic medical, pharmacy and dental plan coverage. Tiered premiums, three medical plan options, and two dental plan options were introduced in January 2017. Employees and spouses, enrolled in the medical plan, who earn wellness points receive an annual premium discount. Those who can prove other group coverage are eligible to enroll in the cash option and receive $1,200 annually. A voluntary vision hardware plan option was introduced in January 2019.

To administer the medical and prescription claims, the current third-party administrator charges an administration fee and a provider network access fee. In addition, the district buys a specific stop loss policy which attaches at $500,000 on each individual claim. Currently, the Stop Loss carrier is HCC Life Insurance Company.

Health, Pharmacy, Dental Expenses, and Vision

Fiscal Year	Expenses
2021-2022 Project	$84,669,436
2020-2021 YTD as of 3-31-2021	$49,973,949
2019-2020	$61,914,612
2018-2019	$62,632,095
2017-2018	$53,553,921
2016-2017	$67,212,290
2015-2016	$62,819,935
2014-2015	$52,424,542
2013-2014	$49,293,134
2012-2013	$46,661,166
2011-2012	$44,561,813
2010-2011	$47,598,349
Dental Expenses projected for fiscal year 2020-21	$3,994,029
Medical/Prescription expenses projected for fiscal year 2020-21	$79,173,344
Vision Expenses projected for fiscal year 2020-21	$864,328
Benefit Administration System Vendor	$492,735