

MEMORANDUM

TO: District Employees

FROM: Carl Smart, Director of Employee Services

DATE: August 1, 2018

SUBJECT: **INSURANCE BENEFIT INFORMATION**

Negotiations for our various insurance benefit contracts have been finalized and recommended by the Wellness/Insurance Committee to the Board of Trustees. The Board of Trustees then approved this recommendation at their June 19th board meeting.

Medical:

Our medical insurance carrier will remain PacificSource. They have been a collaborative partner helping us to keep our medical costs contained. Our initial renewal was 15.9% but with some benefit changes and your diligent participation in the CaféWell Wellness program, we were able to bring the renewal down to 12.5% increase in premium. You helped save the District 2.8% on our premiums. Thank you! However, to keep premiums affordable for both the District and the employee-paid portion, changes had to be made to the plan. This year, the medical plan is changing to a three-tier network: Portneuf Regional Medical Center (PRMC), In-network, and Out-of-Network. Employees who utilize In-Network PRMC will pay 20% coinsurance for hospital services. If you visit another in-network provider, similar to last year, you will pay 30% coinsurance. The individual deductible will remain unchanged at \$1,700 and the individual out-of-pocket maximum will also remain at \$4,200. **Please refer to the District's Employee Benefits Insurance/Wellness web page for additional details.**

Dental:

Our dental insurance carrier will remain with Delta Dental of Idaho. They have also been a collaborative partner in helping us keep our dental costs contained. Our renewal is a 0% increase in premium.

Life and Voluntary Life:

Our life insurance carrier will remain with Hartford Life. This year there will be an overall 4.2% rate decrease between all life and disability lines of coverage. We are entering year one of a three-year rate guarantee. Additionally, it is always good to annually review your policy regarding your beneficiary. We will have beneficiary change forms available at our open enrollment meeting the last part of August or you can get it from the District's Insurance Administrative Assistant, located in the District's Human Resources Department. Open enrollment in August is your opportunity to enroll in the voluntary life insurance for you, your spouse, and children, or increase the amount of insurance. Check with the District's Insurance Administrative Assistant for additional information.

Vision:

Our vision insurance carrier will remain with Vision Service Plan (VSP). We are entering year two of a two-year rate guarantee.

Premium Differential:

Below are the core components of our wellness program which determine if you receive the insurance premium differential:

1. Completion of the General Health Assessment through CaféWell.
2. Biometrics (Blood Panel) either through the District sponsored Health Fair on January 26, 2019 or February 9, 2019. If you go to your doctor, you will need to have your doctor complete the Health Qualification Form and forward to PacificSource directly.
3. Annual Wellness Exam with your medical provider.
4. One annual Dental cleaning/exam with your dental provider.
5. Get a flu shot either with your medical provider, through a pharmacy, or a brief video and survey is available on InTouch instead of getting a flu shot.

The timeline for all components listed above is **August 1, 2018 to July 26, 2019**. No documentation needs to be submitted. **All component items are reported through CaféWell portal either by completion or by self-reporting.**

If you need assistance in navigating the Café Well website, or just need a little help to get started, we are happy to help. Please check the District's Employee Benefits Insurance/Wellness Web page for this information.

All the above components are at no cost if they are completed at the health fair or as part of a wellness visit.

New Premium Rates:

The new premium rates are effective September 1, 2018, and are located on the District's Employee Benefits Insurance/Wellness Web page

Open Enrollment/Insurance Information

NEED TO MAKE A CHANGE TO YOUR INSURANCE COVERAGE? Open enrollment assistance will be available the month of August by contacting Shauna Miller our Insurance Administrative Assistant at (208) 235-3255; or at August 30, 2018 scheduled meeting with American Fidelity in the Board Room from 1:30 PM to 7PM here at the Education Service Center (3115 Poleline Road). Representatives of American Fidelity are here to help if you missed meeting with them at your school/department, to make sure you are correctly signed up for the Section 125 Plan if interested.

MEDICAL, DENTAL, VISION, AND LIFE INSURANCE: If you have any questions regarding insurance benefits, please call Shauna, the District's Insurance Administrative Assistant, at (208) 235-3255 or plan to attend the above meeting for assistance.

AMERICAN FIDELITY / CAFETERIA PLAN OPTION: A Section 125 (Cafeteria Plan) has been established for all District employees. The plan allows for spouse and dependent medical, dental, and vision premiums, out-of-pocket medical, dental, and vision expenses, and child care payments to be deducted from gross wages, thereby reducing social security, state, and federal income taxes withheld.

This is a great way to decrease some of your out-of-pocket costs. If you have any questions or concerns, please come and talk with a representative of American Fidelity.

Please note: the only time tax law regulations will allow you to make a change in your election, is if there is a change in your family status affecting your need for a benefit Please remember that most of these need to be made within 30 days of the change. If you have any questions, please contact the District's Insurance Administrative Assistant at (208) 235-3255.

Some examples of a family status change are:

- a marriage or divorce;
- the death of a spouse or child;
- the birth or adoption of a child;
- a change in the employment status of you or your spouse; or
- dependents who lose coverage due to plan design (i.e., marriage).

If you elect to participate in the cafeteria plan, election changes are limited. In most cases regular **changes can be made once a year during the month of August, with an effective date of September 1, 2018.**

This is a great benefit and we urge you to come and speak with the American Fidelity representative to see how this benefit will reduce your out-of-pocket costs through pre-tax planning.

THE CAFETERIA PLAN FORM IS NOT AN INSURANCE ENROLLMENT OR CHANGE FORM.

If you choose to enroll in the Cafeteria Plan, please consult your tax and/or financial advisor regarding your participation in the Plan.

If you have any questions or problems regarding your insurance, please call Shauna, the District's Insurance Administrative Assistant, at (208) 235-3255. She will work directly with you and our plan providers