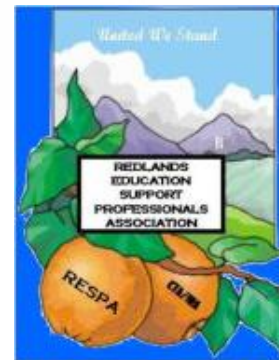




Redlands Unified Insurance Committee

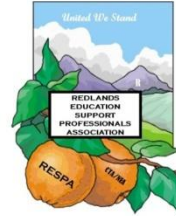
Health and Welfare Benefits Plan April 2014



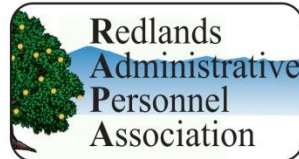
Insurance Committee Members



Maria Clark
Ray Andrzejewski
Deborah Severo
John Vigrass




Dan Kivett
John Havard
Barbara Stewart



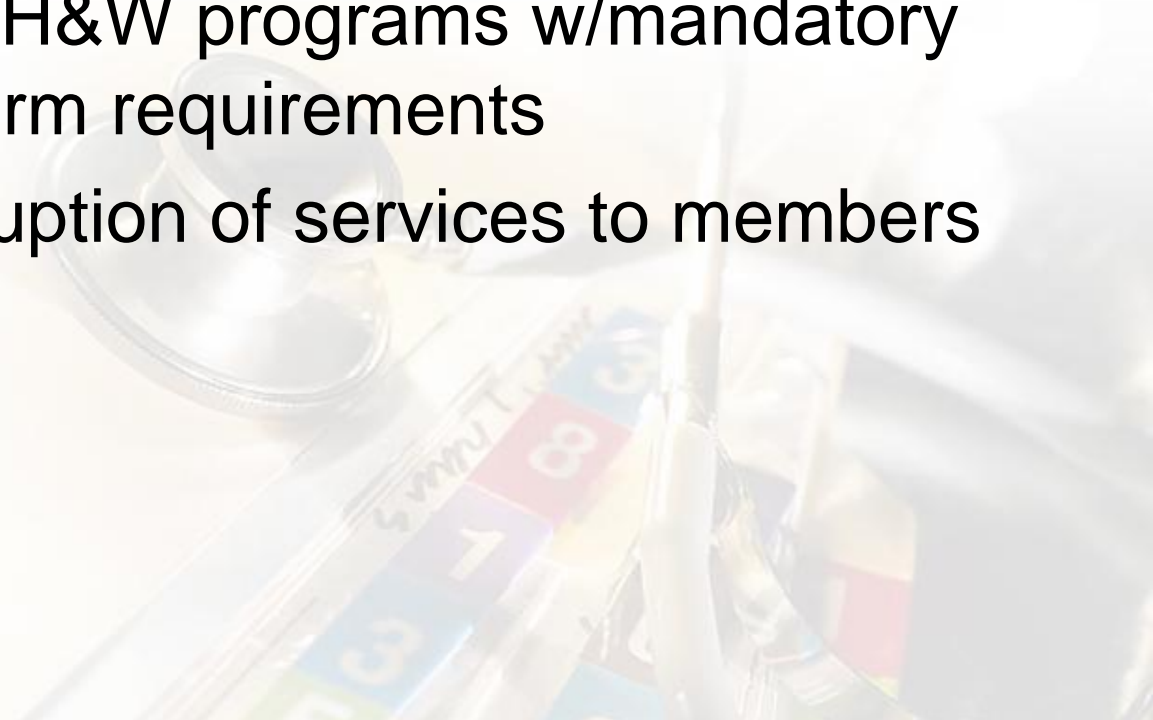
Kate Pearne
Janet Jungnickel
Curtis Marcell



Sabine Robertson-Phillips
Brad Mason
Brian Guggisberg
Sue Cenderelli
Felicia Robinson



Insurance Committee Goals for 2014-15

- Leave no stone unturned in exploring the lowest price employee benefits available in the marketplace
 - Balance RUSD's H&W programs w/mandatory Health Care Reform requirements
 - Minimize the disruption of services to members and their families
- 

Insurance Committee Timeline

September-October

Committee reviewed loss ratio reports of current providers, health care reform updates, IRC 125, and health fair.

November-December

Committee provided Keenan a list of providers for requests for proposals. Health care reform updates.

January

Reviewed loss ratio reports and reviewed RFP letters.

February

Committee received results of proposals from selected carriers and provided direction to Keenan.

March- 1st Meeting

Committee listened to presentations from selected providers. Committee participated in a prioritization activity and reviewed rates submitted from selected providers.



Insurance Committee Timeline

March- 2nd Meeting

Worked on health plan decrements to reduce cost of plan for employees.



March- 3rd Meeting

Committee discussed rates and gave direction to Keenan to negotiate lower rates based on decrement adjustments.



April- 1st Meeting

Committee reviewed final health care rates. Committee also reviewed final rates of Rx and Mental Health plans.





Out to Bid to Carriers

The committee went out to bid with the following carriers:

- Aetna
 - Anthem Blue Cross
 - Cigna
 - Health Net
 - HDIEET
 - Kaiser
 - REEP JPA
 - PACE
 - United Health Care
 - VEBA Trust
 - Blue Shield
 - SCEBA JPA
 - SISC
- 



Carriers that Provided a Quote

The following carriers provided a quote:

- Aetna
 - Anthem Blue Cross
 - REEP
 - SCSEBA
 - United Health Care
 - Kaiser
- 

Renewal Rates

- **INSURANCE COMMITTEE RENEWAL WORK**

- AETNA
- Anthem Blue Cross
- Cigna
- Health Net
- HDIEET (High Desert Inland Employee Employer Trust)
- Kaiser
- REEP for Benefits JPA (Riverside County Employer/Employee Partnership for Benefits)
- PACE (Public Agency Coalition Enterprise)
- United HealthCare
- VEBA Trust (Voluntary Employee Benefits Association)
- Blue Shield
- SCSEBA JPA (Southern California Schools Employee Benefits Association)
- SISC (Self-Insured Schools of California)

- **Quote Respondents:**

		Renewal Rate	Quote Increase	Quote as of 4/7/2014	Final Quote 4/18/2014
•	Aetna	(No Presentation)	27.83%		Dropped during process for failure to compete
•	Anthem Blue Cross	(No Presentation)	32.23%		Dropped during process for failure to compete
•	Kaiser	(Presentation)	15.93%	12.00%	10.23%
•	United Health Care	(Presentation)	13.41%	11.29%	5.17%
•	REEP (Pool)	(Presentation)	8.86%	8.86%	Dropped for failure to Compete
•	SCSEBA	(Presentation)	13.13%		Dropped due to bid error/and failure to compete



2014-2015 Benefit Carriers

UnitedHealth Care (UHC) - New Carrier

Kaiser

Mental Health Network

Express Scripts (Rx)

Delta Dental

Eye Med





United Healthcare





2014-2015 UHC Plan Design Changes

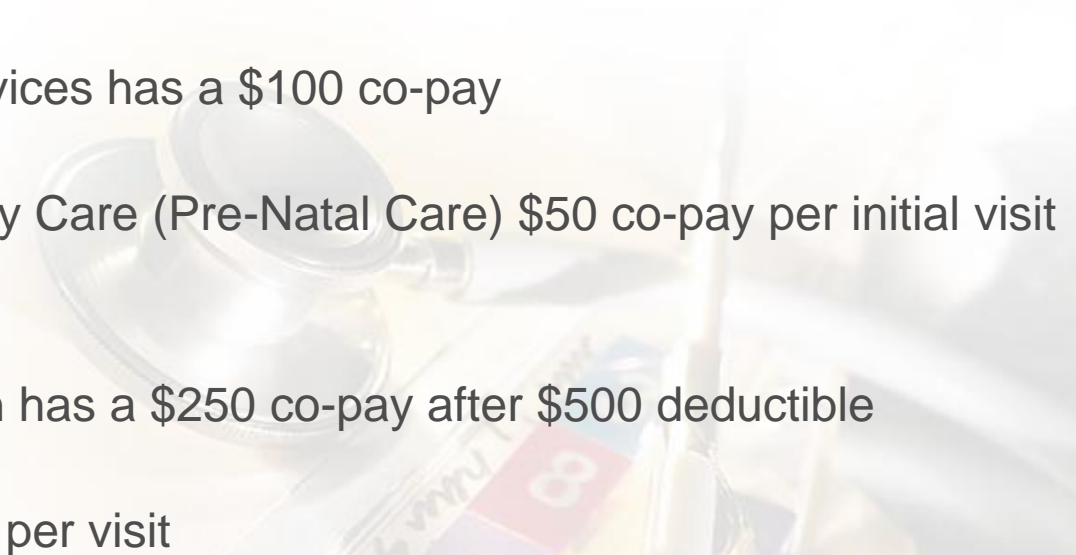
HMO Plan Tier 1 – Flex Network 1

- \$500 Individual/\$1000 Family HMO *Calendar Year* Deductible for Hospital/Surgery/In-patient
- \$40 co-pay Primary Physician Office Visits/ \$50 co-pay Specialist visits
- Lower Copay for members who exclusively enroll with Beaver, Redlands-Yucaipa Medical Groups or Pinnacle medical groups
 - 80% of HMO membership receives exclusive arrangement for RUSD:
 - \$20 PCP – (\$20 waived by EPIC)
 - \$20 Beaver contracted Specialists only (\$30 waived by EPIC)
- Referrals to non-Beaver contracted specialists will have a new rate
 - \$50 co-pay applies



2014-2015 UHC HMO Plan Changes

HMO Plan Tier 1 – Flex Network 1 - Continued

- Out-of-pocket maximums \$2500/\$5000 – no change
 - No Copay for complex radiology – MRI, CT, MRA
 - Out-patient surgical services has a \$100 co-pay
 - Pregnancy and Maternity Care (Pre-Natal Care) \$50 co-pay per initial visit only
 - In-patient hospitalization has a \$250 co-pay after \$500 deductible
 - Acupuncture \$50 copay per visit
- 



2014-2015 UHC HMO Plan Information

HMO Plan Tier 1 - EPIC Management Medical Groups

Employees may not change from Beaver, Redlands-Yucaipa or Pinnacle Medical Groups to another medical group mid-year

- Plan selection is for the entire fiscal year and cannot be changed until the next Open Enrollment window

Employees must enroll families in EPIC Management Medical Groups

- Employee must enroll all family members in Beaver, RYMG or Pinnacle medical groups to be eligible for the HMO Plan Tier 1 plan
- If Employee has family members enrolled in any other medical group, the employee must enroll in HMO Plan 2

A background image featuring a stethoscope and several medical charts with colorful tabs. The text '2014-15 UHC HMO Plan Changes' is overlaid in white on a dark background at the top left.

2014-15 UHC HMO Plan Changes

HMO Plan Tier 2 – Flex Network 2 & 3

- \$500 Individual/\$1000 Family HMO *Calendar Year* Deductible for Hospital/Surgery/In-patient
- \$40 co-pay Primary Physician Office Visits/ \$50 co-pay Specialist visits
- Out-of-pocket maximums \$2500/\$5000 – no change
- Out-patient surgical services has a \$100 co-pay
- No Copay for complex radiology – MRI, CT, MRA
- Pregnancy and Maternity Care (Pre-Natal Care) \$50 co-pay per initial visit only
- In-patient hospitalization has a \$250 co-pay after \$500 deductible
- Acupuncture \$50 copay per visit



2014-2015 UHC Plan Design Changes

- **PPO plan**
 - No benefit changes





Express Scripts Preferred Home Delivery - Reminder

- Maximum savings to all employees was to move to *Preferred Home Delivery* for maintenance medication.
- On the third refill of your maintenance medication, you must utilize the home delivery service or be charged a higher co-pay on maintenance medication refills at a local pharmacy.

Preferred Home Delivery	Co-Pays
First two refills at local pharmacy	\$10/\$25/\$40
On the third refill, if you do not sign up for <i>Home Delivery</i>	\$20/\$50/\$80

- If you do not utilize *Preferred Home Delivery*, your co-pay will be \$20/\$50/\$80 for a 30-day supply.



Mental Health Plan Changes

No changes this year

– \$10 co-pay per office visit





Plan Rates- United Health Care

Presented to the Insurance Committee				
United Health Care (Stand Alone) - with Plan Changes				
4/18/2014				
Benefit Package for 2014-2015	UHC Tier 1 BMG, RYMG & PMG	UHC Tier 2	UHC PPO	Kaiser Permanente
	\$40/50 Copay \$500/\$1,000 Ded	\$40/50 Copay \$500/\$1,000 Ded	\$20 Copay 80/60	\$40 Copay
Medical	\$12,433.44	\$15,505.44	\$17,453.52	\$11,107.44
KPPC Pharmacy	Included	Included	Included	Included
Behavioral Health (MHN)	Included	Included	Included	Included
Delta Dental	\$1,494.72	\$1,494.72	\$1,494.72	\$1,494.72
EyeMed	\$141.60	\$141.60	\$141.60	\$141.60
Prudential	\$156.00	\$156.00	\$156.00	\$156.00
Total Health & Welfare Premium Cost	\$14,225.76	\$17,297.76	\$19,245.84	\$12,899.76
Maximum District Contribution	\$10,640.64	\$10,640.64	\$10,640.64	\$10,640.64
Employee Pay Annually	\$3,585.12	\$6,657.12	\$8,605.20	\$2,259.12
Proposed 2014-15 EE 10thly	\$358.51	\$665.71	\$860.52	\$225.91
Current 2013-2014 EE 10thly	\$299.24	\$720.86	\$787.91	\$127.51
Increased Cost to EE's	\$59.27	(\$55.15)	\$72.61	\$98.40



KAISER





2014- 2015 Kaiser Plan Changes

Further negotiations reduced 12% Increase to 10.23% with the following plan changes

- Primary & Specialist co-pay is \$40
- Mental Health/ Substance Abuse in-patient services has a \$250.00 co-pay per admission, \$40 copay for out-patient counseling
- Out-of-pocket maximum \$3,000/\$6,000 – no change

RX Copay changes:

- Generic: \$15 co-pay for up to 30 day supply
- Brand:\$30 co-pay for up to 30 day supply
- Rx Mail order Generic \$30 co-pay up to 100 day supply
- Rx Mail order Brand \$60 co-pay up to 100 day supply



Plan Rates- Kaiser

Presented to the Insurance Committee				
United Health Care (Stand Alone) - with Plan Changes				
4/18/2014				
Benefit Package for 2014-2015	UHC Tier 1 BMG, RYMG & PMG	UHC Tier 2	UHC PPO	Kaiser Permanente
	\$40/50 Copay \$500/\$1,000 Ded	\$40/50 Copay \$500/\$1,000 Ded	\$20 Copay 80/60	\$40 Copay
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Increased Cost to EE's	\$59.27	(\$55.15)	\$72.61	\$98.40



Dental/Vision/Life Information

NO CHANGES

Ancillary Benefit Renewals:

C/CCS Delta Dental PPO - 3.10% Decrease

C/CCS Eyemed Vision Plan - .51% Increase

Prudential Basic Life & AD&D – Rate Pass/No Increase

Prudential Voluntary Term Life – Rate Pass/No Increase

Prudential Voluntary AD&D – Rate Pass/No Increase





Health Care Reform – Enhanced Benefits

- HCR now provides for Preventive Care covered at 100% (no copay)
 - Well baby & well child care
 - Screenings (mammography, well-woman, well-man, prostate, colonoscopies, etc.)
 - Co-pay applies only when a diagnosis is made
- Adult children can be covered on their parent's health benefit plan until age 26
 - Coverage does not apply to spouses or dependent children of the adult child
 - **Requires Social Security number for each member and dependant during re-enrollment period. Contact will be made with members who have missing information through the Employee Benefits Office**



Open Enrollment

Aetna plans will terminate 06/30/2014, please make sure to enroll under UHC during the Open Enrollment Process through BenefitBridge.

You will need to input the UHC HMO medical group number. A list of these numbers is available in BenefitBridge or on the District Website.





Information Meeting Timeline

- April 23, 2014 @ 10:30 a.m. General Information Meeting
- April 23, 2014 @ 5:00 p.m. General Information Meeting
- April 24, 2014 @ 3:00 p.m. General Information Meeting
- April 24, 2014 @ 4:00 p.m. General Information Meeting
- Kaiser Redlands Facility Open House – May Date TBD
 - Association Vote – April 28, 2014
- May 8, 2014 @ 2:00 p.m. Retiree Information Meeting
RETIREES ONLY

All information meetings will be held in the Board Room

- May 12, 2014 Open Enrollment Begins
- May 23, 2014 Open Enrollment Closes
- July 1, 2014 New Benefit Cards received by staff

Computer Lab open daily 8:00 a.m. – 5:00 p.m. during the Open Enrollment Period - UHC & Kaiser will be available on May 12 & May 23 during Lab days