


# 2014-2015 Benefits Committee

April 30, 2014



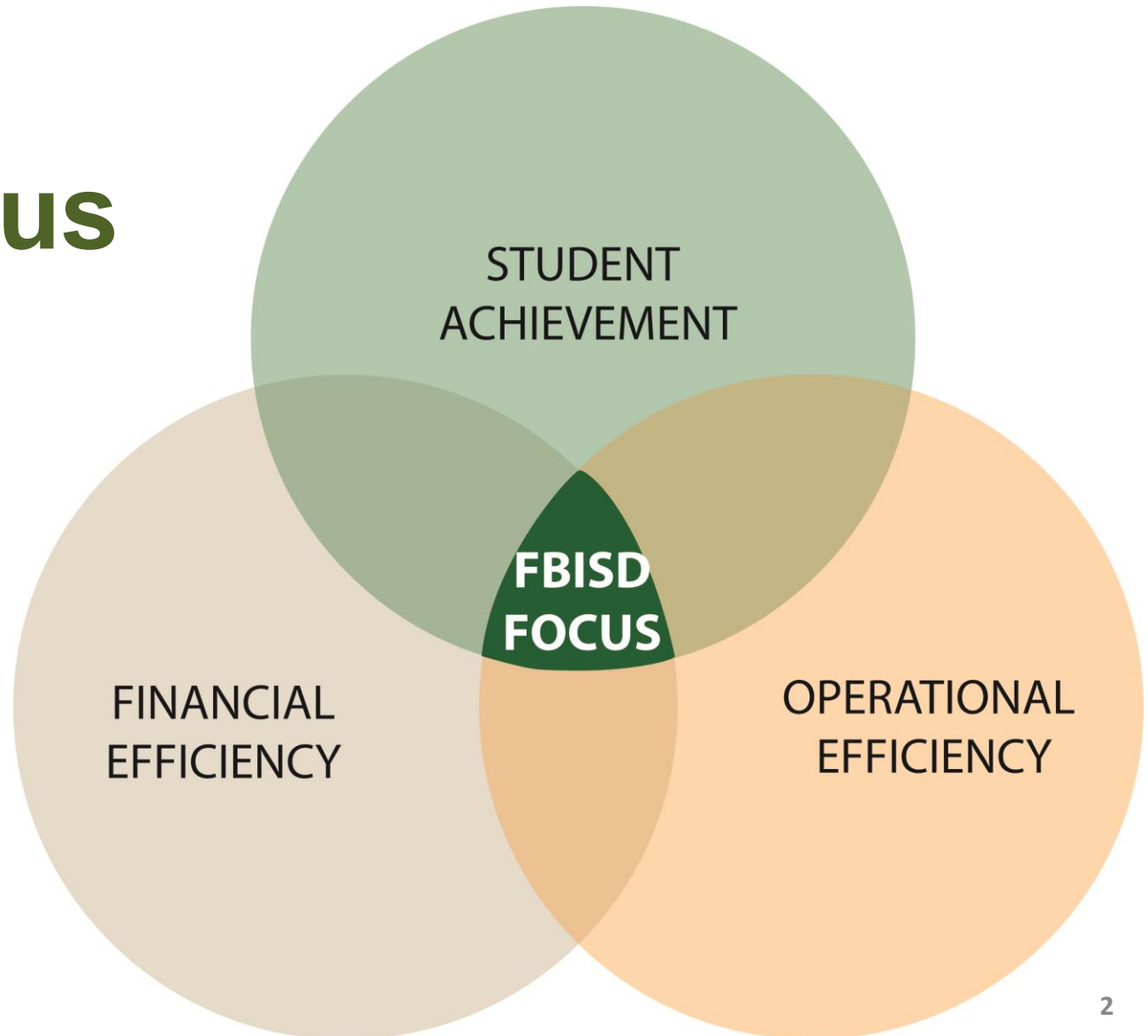
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# Our Focus





# Our Goal

## Benefits Committee

Goal is to support the budget process for 2014-15 that supports the District's Mission and Vision while balancing the need to improve employee benefits while achieving a balanced budget that does not require a tax increase.

Goals will be to help assure current insurance benefits are appropriately structured and financed to support institutional needs, including recruiting and retaining faculty and staff.



## Roles and Responsibilities

- Serve in an advisory capacity to the district leadership team
- Engage in productive dialogue
  - Be objective and maintain a **district level** perspective
- Explore possibilities
- Communicate committee work and outcomes to colleagues
  - Confer with principal following each meeting
  - Gather input from colleagues



## Desired Outcomes of Meeting

- Fund update
- Update on Plan Value
- Discuss plan design and prioritize potential plan design changes as a group



## 2014 Health Plan Budget

<b>FBISD Contributions</b>	\$37,435,776	64%
<b>Employee Contributions</b>	\$21,141,870	36%
<b>Total Revenue for Health Plan</b>	\$58,577,646	100%

### Plan Components

#### Fixed Cost

Administration Fees (Cigna)	\$2,309,000	
Stop Loss - \$450,000 (Cigna)	\$985,152	
<b>Total Fixed Cost</b>	\$3,294,152	5.6%

Note: These numbers are set by Cigna

<b>Claims Fund (FBISD)</b>	\$55,283,494	94.4%
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Note: This claims projection is set by FBISD and MHBT



## 2014 YTD Health Plan Performance

<b>FBISD Contributions</b>	\$9,407,950
<b>Employee Contributions</b>	\$5,382,408
<b>Total Revenue for Health Plan</b>	\$14,790,358
<b>Plan Expenses</b>	
<b>Fixed Cost</b>	
Administration Fees (Cigna)	\$622,437
Stop Loss - \$455,000 (Cigna)	\$245,987
<b>Total Fixed Cost</b>	\$868,424
<b>YTD Claims</b>	<u>\$9,946,691</u>
<b>Total Expenses</b>	<u>\$10,815,115</u>
<b>YTD Surplus</b>	\$3,975,243

# FBISD 2014-2015 BUDGET



## INDEPENDENT SCHOOL DISTRICTS - TEXAS

### Market Comparison of Plan Value and Employee Rates

	District	Plan	Region	Plan Value*	Employee Monthly Rates		Monthly District Funding	
					EO	EF		
1	Cy-Fair	ac3	Houston	0.892	\$545	\$1,463	\$251/\$527	
2	Spring Branch	ac3	Houston	0.892	\$646	\$1,840	\$150	
3	Katy	prem	Houston	0.884	\$684	\$2,352	\$385	
4	Houston	OA	Houston	0.877	\$466	\$1,374	----	
5	Alief	pcp/hmo	Houston	0.830	\$34	\$663	\$285	
6	Katy	plus ch	Houston	0.830	\$136	\$736	\$385	(+ \$500/\$1000 annual contrib to healthfund)
7	Houston	CPL**	Houston	0.820	\$92	\$484	----	(+ \$500/\$1000 annual contrib to "health fund")
8	Houston	CPC	Houston	0.820	\$115	\$605	----	(+ \$500/\$1000 annual contrib to "health fund")
9	Alief	cpos	Houston	0.818	\$81	\$1,034	\$285	
10	Fort Bend	plus	Houston	0.813	\$169	\$692	\$532	
11	Katy	basic ch	Houston	0.798	\$102	\$642	\$385	(+ \$500/\$1000 annual contrib to "health fund")
12	Spring Branch	ac2	Houston	0.790	\$75	\$898	\$250/\$425	
13	Cy-Fair	ac2	Houston	0.790	\$291	\$829	\$238/\$494	
14	TRS	ac2	Texas	0.790	\$529	\$1,323	----	
15	Fort Bend	oa	Houston	0.779	\$195	\$846	\$532	
16	Fort Bend	hra	Houston	0.775	\$88	\$381	\$532	(+ \$500/\$1000 annual contribution to hra)
17	Houston	CBL**	Houston	0.765	\$46	\$400	----	(+ \$500/\$1000 annual contrib to "health fund")
18	Houston	CBC	Houston	0.765	\$57	\$500	----	(+ \$500/\$1000 annual contrib to "health fund")
19	Spring Branch	hd1	Houston	0.695	\$5	\$635	\$320/\$425	
20	Cy-Fair	hd1	Houston	0.695	\$100	\$580	\$225/\$480	
21	TRS	hd1	Texas	0.695	\$325	\$1,060	----	

\*includes expected usage of employer provided hsa, hra, or "health" funds by employee to offset out of pocket medical expenses

\*\*Memorial Hermann network only





## Potential Plan Design Changes

- Already in the works:
  - ❖ Customer Service - Designated
  - ❖ Employee Assistance Program
- Prioritization of other plan parameters
  - “Nothing is free”
  - Maintain district perspective



## How are we doing?

- Have we accomplished our goal for this meeting?
  - ❖ Fund Update
  - ❖ Updated Plan Value – MHBT method to compare plans
  - ❖ Prioritization of potential plan changes
- Questions? Concerns? Feedback?
- Next meeting:
  - ❖ Benefits Committee – May 28<sup>th</sup>  
4:00p.m. Annex



## Timeline

If medical marketing bid takes place for January 1, 2015

Request for Proposal Issued	May 5, 2014
Proposals Due	May 27, 2014
Evaluation, Interviews	June-July
Award Date	July BOD Meeting
Implementation	August – September
Annual Enrollment	October
Effective Date	January 1, 2015



## Next Steps

- Reaction to information from today
- Ongoing Needs Assessment
- Discuss non-medical benefits for future implementation
- Gather volunteers for RFP subcommittee
  - ❖ Teachers
  - ❖ Paraprofessionals
  - ❖ Auxiliary

# FBISD 2014-2015 BUDGET

## Fort Bend Independent School District

Month	Value
May	4.75
June	4.95
July	4.85
August	4.95
September	5.05
October	4.95
November	5.15

5.00  
4.90  
4.50

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