

Human Resources Benefits Update

March 23, 2021

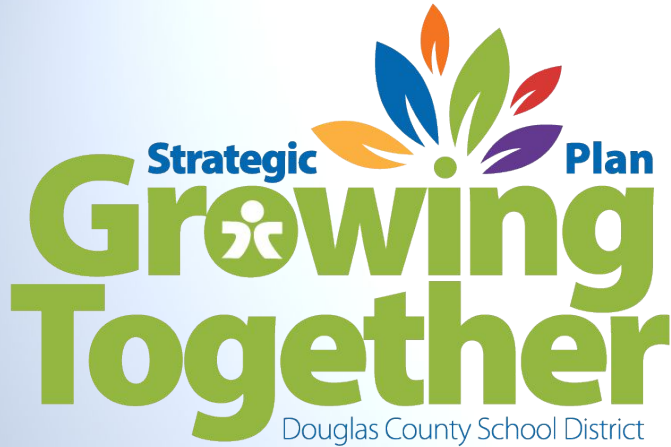


**The information in this presentation will
be updated on March 23, 2021 with
the most recent information available.**

Grounding the Work

- **Board End Statement: Outstanding Educators and Staff**
 - II-A: Quality educators and staff have been recruited, developed, supported, retained and celebrated
 - II-E: Educators and staff are valued and given multiple opportunities for their voices to be heard

Grounding the Work



Strategic Plan Theme 3: Positive and Supportive Culture

Strategic Plan Theme 6: Recruitment, Retention and Development of High Quality Employees

Employee Benefit Offerings

Medical, Dental, Vision

Flu shot clinics

Short & Long-term disability

Free counseling services

Flexible Spending Accounts

Free work out & meditation classes

Health Savings Accounts

Free wellness webinars (family, financial)

Life insurance

Multitude of employee discounts

Free health assessments

Resource connections to child/adult care

Critical illness insurance

COVID testing/ at home test kits

Retirement Plans (PERA & other options)

COVID vaccinations (on site and local)

Employee Assistance Program

Site based well-being and staff events

Current Medical Benefit Philosophy

- Comparable benefit offering to all employees within the District
- Choice in medical providers (i.e., Kaiser & Cigna/Allegiance)
- Choice in plan types (2 HMO/PPO options and 2 HDHP options)
- District subsidy of both employee and dependent rates for medical
- Employee ownership – consumer driven benefit plans offered
- District subsidy of employee's Health Savings Accounts (\$100 monthly for full-time employees \$50 monthly for part-time employees)
- Insulate employee from cost increases
- Competitive as compared other School Districts (see slide 7)

Celebration of benefit offerings to employees

Summary of Changes-Current School Year

Kaiser:

- Renewed with minor plan design changes – 4.19% increase to HDHP and 4.49% increase to HMO premiums
- Average increase to employee contribution was 11.6%
- Increased access to medical care through online medical advice and virtual visits

Allegiance/Cigna (Self-funded):

- Renewed with no plan design changes – 12.2% increase to budget
- Average increase to employee contribution was 31.5%
- Increased access to medical care through online medical advice and virtual visits

All other lines of coverage were renewed with no changes to employees' costs

Employee medical premiums were increased for the first time since 2015

Summary of Information-Plan Year 2021-22

No increases to employee's monthly contributions for this coming plan year
No changes to the plan design (e.g., deductibles or copays)

Open Enrollment

- May 3 through May 28, 2021
- Process will be in Workday as in previous years (including support videos)

Kaiser

- No changes to plan designs
- Expanded PCP hours (7am-7pm), onsite BH providers at all locations
- Added SCL Health Lutheran Medical Center as contracted hospital
- 24/7 on-demand phone and video visits with a doctor

Allegiance/Cigna

- Enhanced pharmacy contract will net \$900K in annual savings - members will see savings

VSP Vision

- No increase in monthly contributions
- Frame allowance increased from \$140 to \$180 annually.

Dental - no changes to monthly contributions or plan design

Medical Benchmarking Summary

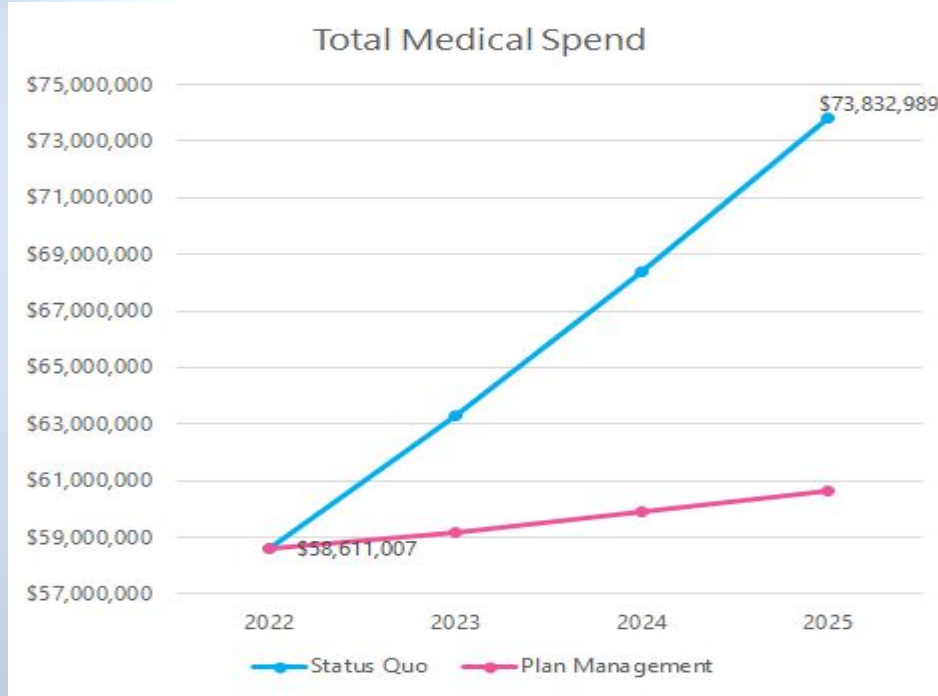
Data:

- Primary/Secondary Educational Clients
- Arizona, Colorado & Wyoming
- 15 total employers 47 different total plans

Observations:

- All 4 plan designs are at average or better than average
- HDHP employee contributions are well below average
- Districts HSA seed money is above average
- HMO & PPO employee contribution are below average for employee only and average for dependent tiers

Total Medical Spend Forecast



- RFP was completed
- Evaluate opportunities for the District to obtain savings in the health plan **without sacrificing benefit levels for employees**

Opportunities Being Explored for Benefit Year 2022-23

- As a result of the RFP:
 - Continue to improve pharmacy benefit contracts
 - Improved pricing without changing benefits levels
 - Evaluating future clinical programs
 - Alternative provider networks to achieve better discounts
 - Offering additional choice that would allow members to save and make plan choices based upon values (premium cost, deductible, pharmacy, co-pays, etc.)
- Unique partnerships with healthcare systems and local partnerships that would improve member experience and lower future health care costs

Considerations

Change can be difficult, what criteria should you be using when evaluating specific strategies or tactics?

- DCSD offering as compared to the other school districts
- Trade-offs of each potential strategy
- Employee friction relative to change
- Impact to total compensation
- Administrative changes
- Communication/education plan if changes are made
- Employee's needs and wants
- Opportunity for ample feedback

Next Steps

- Strategic plan initiatives and Board Benefits Resolution
- Monitor budget
 - Future opportunities for plan design changes & innovation based upon employee feedback, our BOE resolution, and fiscal status
- Open enrollment- May 3-28, 2021 for SY 2021-22
- Future Benefits Council
 - Representative of employee groups

Next Steps

District Wide Efforts

Current Values and Overall Increased Employee Engagement

- Employee Council, Classified Mentors, Subs, Wellness Champions, Departments, Principal levels/regions, Office Manager meetings, Coaches & Athletic Directors
- HR Corner of Insights, Wellness News & Principal Notes
- Wellness work (monthly news, activities & resources)
- HR inbox for feedback
- Town Halls
- Feedback opportunities system wide for all employees
- Employee education regarding benefits
- Open enrollment webinars