

MEMORANDUM

TO: Governing Board
FROM: Lisa Cheshire, Human Resources Chief
THRU: Hugh Thomas, Executive Director
DATE: August 2, 2019
RE: Approval of Employee Health Care Insurance Coverage for Fiscal Year 2020

RECOMMENDATION

Staff recommends the Governing Board approve the renewal of the employee health, dental, vision, group term life, and long-term disability insurance coverage for Fiscal Year 2020.

BACKGROUND

The District's current health insurance program is with Blue Cross Blue Shield of Florida (BCBSFL) and is a fully insured plan offering a package of plan options similar to the structure available to employees of the State of Florida.

The District offers three Health plans for employees to choose from:

1. A Traditional PPO plan with Health Reimbursement Account,
2. A Traditional HMO plan with Health Reimbursement Account, and
3. A Consumer Driven, High Deductible, plan with a Health Savings Account.

The District's Broker, Gallagher & Co., negotiated a rate hold to the current Health and Life insurance rates. However, there are increases associated with Dental, Vision, and Long-Term Disability (LTD) benefit rates as shown below.

COVERAGE	CARRIER	FY19 ESTIMATE*	FY20 ESTIMATE*	DISTRICT PAID INCREASE
Health	Florida Blue (0% increase)	\$877,072	\$877,072	\$0
Dental	Standard (9.03% increase)	\$58,192	\$63,448	\$5,256
Vision	Humana (12.31% increase)	\$6,333	\$7,113	\$780
Life	Standard (0% increase)	\$6,336	\$6,336	\$0
LTD	Standard (40% increase)	\$13,226	\$18,517	\$5,291
HSA/HRA		\$117,700	\$117,700	\$0
Total		\$1,078,859	\$1,090,186	\$11,327

*Estimates based on coverage of 66 employees.