

Funding for this recommendation is included in the Fiscal Year 2020 Tentative Budget and is contingent upon approval of the final budget.

Under the Health Insurance Portability and Accountability Act (HIPPA) the District is required to hold an annual open enrollment. District staff propose to start the open-enrollment period on Thursday, August 15, 2019, and give employees at least 30 days to review their options. The open enrollment allows employees to discuss coverage details with the company representatives, make changes to insurance options including the supplemental insurance products offered through the District, and make changes to dependent coverage.

The District's employee benefit plans currently begin October 1 of each fiscal year. However, our health insurance plans require the employee's financial responsibility (Deductible and Out of Pocket Maximum) to be measured on a calendar year basis, a very common practice among insurance carriers. This three-month lapse has continually provided unnecessary complications for both employees and finance staff as Health Savings Account (HSA) contributions are also determined on a calendar year basis by the Internal Revenue Service.

The District competitively bids insurance packages every three to five years as pursuant to Section 112.08 (2)(a), Florida Statutes. Therefore, in coordination with staff, the District's insurance broker is in the process of preparing an Invitation to Bid (ITB) package for health, vision, dental, life, and disability, that is scheduled to be posted on July 19, 2019, with bids due on August 12, 2019. Based on the bid information received, a decision will be made as to whether it is in the best interest of the District to continue the fiscal year coverage or move to a calendar year.

If moving to a calendar year is deemed to be in the best interest of the District, staff will bring the results of the ITB and recommendation at the October 12, 2019 Governing Board meeting. If changing to a calendar year is approved, staff will have another open-enrollment period on Thursday, October 17, 2019.

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