

PfISD Insurance Committee Meeting

May 26, 2020

COUNT ON US!



It's our business
to be there for you in the

**MOMENTS
THAT
MATTER.**

Agenda

- 2021 Plan Options
- iNGAGED app
- ID Protection
- FSA Vendor Selection

2020 Plan Design & Contributions

| Medical - Dual Plan Features | HDHP | Low | Mid | High |
|--|------------------------|-------------------------------------|-------------------------------------|-------------------------------------|
| | <i>In Network Only</i> | <i>In Network Only</i> | <i>In Network Only</i> | <i>In Network Only</i> |
| Dual Option | | | | |
| Individual Deductible | \$2,800 | \$2,600 | \$1,850 | \$1,350 |
| Family Deductible | \$5,600 | \$5,200 | \$3,700 | \$2,550 |
| Coinsurance Paid by the Plan | 80% | 70% | 80% | 90% |
| Medical Individual Maximum Out of Pocket | \$6,750 | \$6,500 | \$5,000 | \$4,000 |
| Medical Family Maximum Out of Pocket | \$13,500 | \$13,000 | \$10,000 | \$8,000 |
| Individual Maximum Out of Pocket* | \$6,750 | \$6,500 | \$6,500 | \$6,500 |
| Family Maximum Out of Pocket* | \$13,500 | \$13,000 | \$13,000 | \$13,000 |
| Primary Office Visit | 80% | \$35 copay | \$35 copay | \$35 copay |
| Specialist Office Visit | 80% | \$35 / \$50 copay | \$35 / \$50 copay | \$35 / \$50 copay |
| ER - Facility | 80% | \$500 copay + 70% after deductible | \$400 copay + 80% after deductible | \$400 copay + 90% after deductible |
| ER - Physician | 80% | | | |
| Urgent Care | 80% | \$50 copay | \$50 copay | \$50 copay |
| Lab/X-Ray Billed by Doctors Office | 80% | Included in office visit | Included in office visit | Included in office visit |
| Lab/X-Ray Billed by Outside Facility | 80% | 100% no deductible | 100% no deductible | 100% no deductible |
| <i>In-Network Prescriptions</i> | | | | |
| Retail Prescription Drugs (30 days) | 80% | \$15 / \$50 / \$75 / 10% to \$2,500 | \$15 / \$50 / \$75 / 10% to \$2,500 | \$15 / \$40 / \$65 / 10% to \$2,500 |
| Mail Order Prescription Drugs (90 days) | 80% | 2.5x retail | 2.5x retail | 2.5x retail |

| Premiums | HDHP | Low | Mid | High |
|---------------------|--------------------------|----------|------------|------------|
| | Employee Premiums | | | |
| Employee Only | \$0.00 | \$84.00 | \$178.00 | \$283.00 |
| Employee + Spouse | \$440.00 | \$568.00 | \$755.00 | \$966.00 |
| Employee + Children | \$282.00 | \$394.00 | \$594.00 | \$813.00 |
| Employee + Family | \$722.00 | \$878.00 | \$1,125.00 | \$1,404.00 |

2021 Plan Design & Contributions Goals

- 2 years of no premium increase
- Simply plan offerings
 - Reduce to 3 plans to avoid choice overload
 - High plan has least enrollment, followed by Mid plan
- Continue to offer competitive benefits at affordable price
 - New plan can be offered at a lower premium
 - 85% of employees will see no change in premiums
 - For those on the mid plan, there will be richer benefits at a 5% premium increase (\$108 annually for Employee Only) and a lower medical out of pocket (\$1,000 annually for Employee Only)
 - For those on the high plan, there will be slightly higher out of pocket costs, but a savings in premium (\$1,152 annually for Employee Only)

2021 HSA Contribution

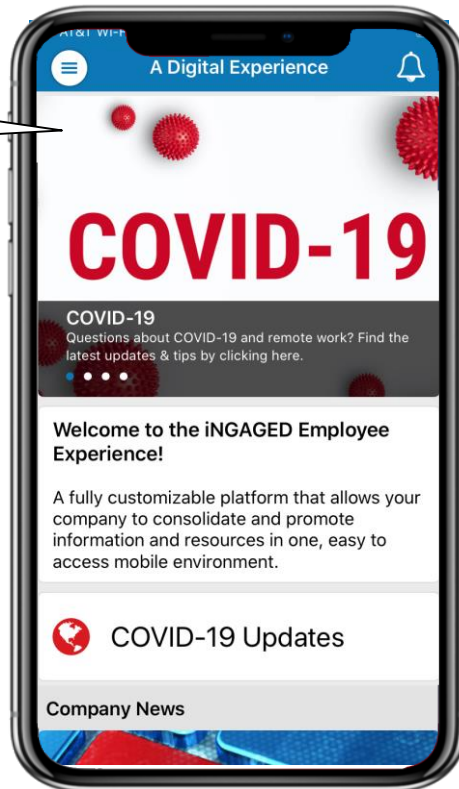
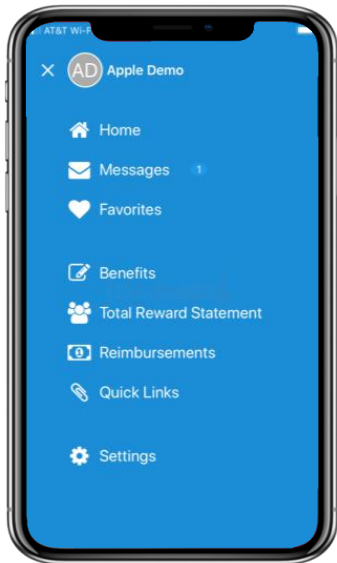
- Increased migration into the HDHP/HSA plan
 - Employees are enrolling who aren't using the plan
 - Most employees have no premium, but district still has cost in the form of HSA contributions
- PfISD will provide an automatic \$300 contribution, then will match the employee's contributions up to an additional \$300
 - Helps manage plan costs long term
 - Employees have skin in the game
 - Promotes saving for healthcare expenses
- Only 55% of HSA participants contribute to their HSA
 - Of these, 83% already contribute \$300 or more per year

2021 Plan Design & Contributions

| | | HDHP | Low | Mid/High Blend |
|---|--|-------------------------------------|-------------------------------------|------------------------------------|
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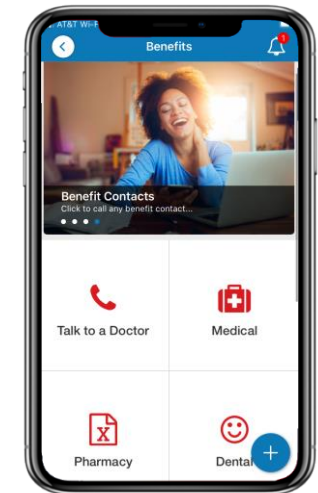
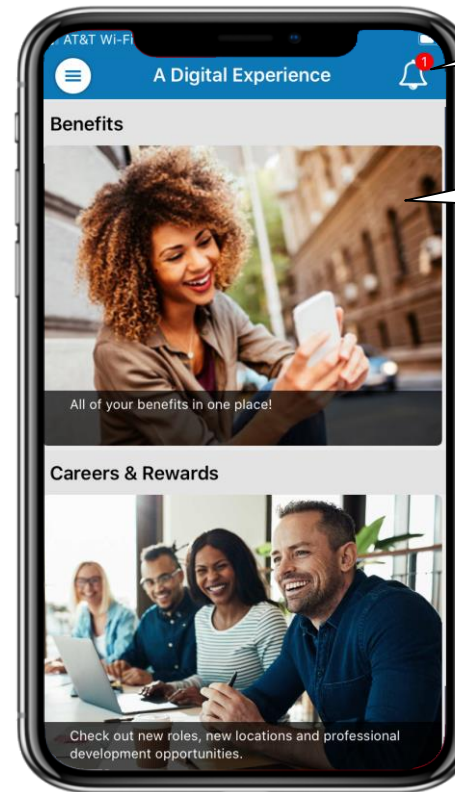
iNGAGED Communication App

Updates available in real time to keep employees informed



Push Notification Center

Scrolling content, personalized to every employee and spouse



Contact Information – like phone numbers – can be dialed directly through a simple click of a button

Identity Theft Protection

- Meant to prevent or mitigate risk of financial loss, reputation damage, and stolen identity
- Three Pillars:
 1. Prevention & Monitoring
 - Online alerts for suspicious behavior
 - Dark web monitoring
 2. Insurance Protection
 - Recovering losses after a breach
 - Covering the cost for investigation
 3. Restoration
 - Labor intensive
 - Communicating with financial institutions

ID Protection



| Level of Protection | Privacy Armor | Privacy Armor Plus |
|--|----------------------|--------------------|
| Online Account Monitoring | ✓ | ✓ |
| ID Theft Alerts | ✓ | ✓ |
| Dark Web Monitoring | ✓ | ✓ |
| Personal Information Monitoring | ✓ | ✓ |
| 24/7 Support | ✓ | ✓ |
| Credit and Bank Account Activity Alerts | ✓ | ✓ |
| 401k and Investment Account Activity Alerts | ✓ | ✓ |
| Insurance Protection (minimum \$1 Million) | ✓ | ✓ |
| Bank Account Takeover Monitoring | N/A | N/A |
| Checking and Savings Account Application Alerts | ✓ | ✓ |
| Credit Monitoring | One-Bureau | Three-Bureau |
| Three-Bureau Annual Credit Reports and Credit Scores | ✗ | ✓ |
| One-Bureau Credit Score Tracking | ✓ | ✓ |
| Lost Wallet Protection | ✓ | ✓ |
| Identity Restoration Benefit | ✓ | ✓ |
| Remediation Advocate | ✓ | ✓ |
| Mobile App | ✓ | ✓ |
| IP Address Monitoring | ✓ | ✓ |
| Tax Fraud Refund Advance | ✗ | ✓ |
| Personal Device Protection | | |
| Norton Benefit Addition | ✗ | ✗ |
| IP Address Monitoring | ✓ | ✓ |
| Rates - Voluntary | Monthly Rates | |
| Employee | \$4.00 | \$6.00 |
| Employee & Family | \$10.00 | \$14.00 |

FSA Vendor Selection

- Ongoing issues with TASC
 - Service issues
 - Administration issues
- PfISD took FSA administration out to market
 - 9 vendors responded
 - Narrowed finalists to Infinisource, Discovery Benefits, and Ameriflex
- Decision to move FSA administration to Infinisource
 - Consolidates vendors PfISD works with
 - Confidence in service level
 - Employee resources (portal, app, FSA store, educational materials)



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