

**HUB**

# El Paso ISD CIGNA Health Plan

Budget Workshop

May 6, 2020

- **On April 20, 2020, prior to receiving information regarding TRS-AC's update for the 2020/2021 Plan Year, presentations were made to the Board regarding funding recommendations for EPISD's self-funded health plan administered by CIGNA.**
- **Based on claims and trends evaluated, the initial recommendation was to increase the Self-Funded Health Plan from \$435 pepm to \$493 pepm.**
- **Given the update from TRS-AC, Administration is recommending that the current district contribution towards employee health coverage remain the same at a maximum of \$435 per employee per month for both the CIGNA Self-funded plan and TRS-AC plans.**
- **Accumulating a fund balance is an important prudent strategy for the health plan, just like it is for the District to have a contingency reserve established for future needs.**
- **With the objective to make sure that the health plan revenues will cover increased medical expenses due to inflationary trends and accomplish growth in reserve funding, HUB International recommends that the Health Care Fund be supported with a maintenance of fund allocation in the amount of \$4,200,000.**

- **TRIS Active Care is changing the Administrator of their plans to Blue Cross Blue Shield of Texas on September 1, 2020. In that transition, they are also removing two plans previously offered and replacing them with two new plans.**
- **In reviewing their options, they have removed the “Select Plan” Option and added two new options (Premium and Premium Plus). The two new options are limited to Statewide Provider Networks and No Out of Network coverage. Two of the four TRS-AC options would be covered at 100% for Employee Only coverage with the district’s contribution of \$435. These two options are the TRS-AC Premium and the TRS-AC High Deductible.**
- **The EPISD/Cigna High Deductible Plan Option will continue to be covered at 100% for Employee Only coverage. EPISD/Cigna plan options and coverage levels (EPISD/Cigna High Deductible and Traditional) will not see any changes to their premiums or benefit coverages moving into the new Benefit Plan Year. EPISD/Cigna plan options offer National Provider Network with Out of Network benefits.**
- **The CIGNA plans continue to offer better benefits with greater freedom of choice and fewer restrictions than TRS at competitive deductions along with its annual contribution to the Health Savings Account.**
- **The recommended funding update does not change the total budget amount previously presented on April 20, 2020.**

# Funding Recommendation Summary – Effective 9/1/20



<b>Contribution and Deduction Summary</b>						
<b>EPISD CDHP</b>	Enrollment	PY19-20 Total Rate	PY19-20 Deduction	PY20-21 Total Rate	PY20-21 Deduction	Monthly Deduction Change
Employee Only	2,325	\$305.00	\$0.00	\$305.00	\$0.00	\$0.00
Employee & Spouse	86	\$859.00	\$424.00	\$859.00	\$424.00	\$0.00
Employee & Children	701	\$582.00	\$147.00	\$582.00	\$147.00	\$0.00
Employee & Family	86	\$1,140.00	\$705.00	\$1,140.00	\$705.00	\$0.00
<b>EPISD Traditional PPO</b>						
Employee Only	1,622	\$486.00	\$51.00	\$486.00	\$51.00	\$0.00
Employee & Spouse	35	\$1,194.00	\$759.00	\$1,194.00	\$759.00	\$0.00
Employee & Children	522	\$788.00	\$353.00	\$788.00	\$353.00	\$0.00
Employee & Family	44	\$1,501.00	\$1,066.00	\$1,501.00	\$1,066.00	\$0.00
<b>Enrollment Totals</b>						
Current CDHP Employees	3,198					
Current Traditional Employees	2,223					
Total Employees	5,421					