



Human Resources Employee Benefits

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TUSD Governing Board – May 27, 2014

At its April 28, 2014 meeting, the TUSD Employee Benefits Trust Board approved changes to the TUSD Medical Plan effective September 1, 2014 for the Governing Board's approval.

Premiums and Health Savings Accounts

The Plan will experience an overall 3.5% increase for 2014-2015. Using a portion of the Reserves, the Trust recommends the following:

- PPO Plan
 - Rate Pass for Employee-only coverage in the PPO plan
 - Decrease in PPO Dependent rates

- HDHP:
 - Rate Pass for all tiers in the HDHP
 - Increasing the HDHP Family HSA Contribution to \$2000 for the Plan Year.

Wellness Program

TUSD will introduce an expanded Wellness Program using our health plan partners, AmeriBen and the Wellness Council of Arizona. Employees can participate in the designated Wellness Incentive Program beginning September 1, 2014 to qualify for premium incentives in the following plan year.

Maintenance Medications – PPO Plan

The PPO plan will include zero copay for certain maintenance medications for the top five (5) chronic conditions in the TUSD plan.

Bariatric and Lap Band Coverage

These types of surgical options can help members with multiple chronic conditions to improve their overall health. The program will contain aggressive pre-qualification and post-surgery requirements.

Transplants – Mayo Clinic Second Opinion

One of the most serious conditions is the need for an organ transplant. The Trust Board has approved the use of *CorsoCare* through AmeriBen to provide a mandatory second opinion process. The program uses the Mayo Clinic providing one-on-one case management assistance through the transplant process.

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Preventive Shingles Vaccine Age - Lowered to 55 (from 60)

We have seen that employees may receive a recommendation from their family physician to get the Shingles vaccine prior to age 60, which was the CDC recommended age. The Trust Board approved a motion to lower the preventive age to 55.

2014-2015 Medical Plan Rates (Monthly)

| PLAN | TIER | 2013-2014 Total Premium | 2014-2015 Total Premium | 2013-2014 Employee Rate | 2014-2015 Employee Rate | Employee Savings |
|------|------|-------------------------|-------------------------|-------------------------|-------------------------|------------------|
| PPO | EE | 478.81 | 495.73 | 47.88 | 47.88 | 0.00 |
| | ES | 1019.98 | 1056.01 | 589.04 | 567.31 | 21.73 |
| | EC | 974.89 | 1009.33 | 543.96 | 500.20 | 43.76 |
| | FAM | 1448.38 | 1499.55 | 1017.45 | 970.00 | 47.45 |
| HDHP | EE | 355.27 | 367.82 | 0.00 | 0.00 | 0.00 |
| | ES | 756.72 | 783.45 | 401.45 | 401.45 | 0.00 |
| | EC | 724.75 | 750.35 | 369.48 | 369.48 | 0.00 |
| | FAM | 1072.91 | 1110.81 | 717.64 | 717.64 | 0.00 |

| | | |
|-----|-----------------------|---|
| EE | Employee Only | <p><u>Health Savings Account Contribution:</u> Single: \$1500/plan year Family: \$2000/plan year</p> |
| ES | Employee + Spouse | |
| EC | Employee + Child(ren) | |
| FAM | Family | |

Janet Underwood | Benefits Manager
 Tucson Unified School District - Human Resources
 May 20, 2014

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