



TRS Health Care and Pension Report

TRS holds off on ActiveCare 2 enrollment freeze in face of TSTA opposition

At its quarterly board meeting this week, the TRS Board was prepared to vote on a resolution to prohibit new enrollees in ActiveCare 2, limiting the program to current enrollees. TSTA testified against the resolution, and the board changed its mind today, determining that freezing enrollment in ActiveCare 2 was not in the best interest of public school employees.

TRS, instead, asked TSTA and other educator groups to send a letter advising what action the board should take on ActiveCare. TSTA will comply with that request.

TRS Care rates stay the same, ActiveCare rates increased

The board also set member contribution rates and benefit levels for the upcoming plan year for TRS-Care and ActiveCare.

- The current retiree member contribution rates and benefit levels for TRS-Care will remain in effect through the next plan year (until August 31, 2016).
- ActiveCare contribution rates were increased (see below)

Legislature authorizes TRS study

During the recent legislative session, House Bill 2974 was passed and authorized two studies of educator health care.

- The first study will consider the financial soundness, affordability and access to providers for TRS Care and ActiveCare.
- The second study will determine the feasibility of school districts opting out of ActiveCare to form their own insurance plans and the feasibility of allowing regional rates for health care coverage.

The new member contribution rates for ActiveCare PPOs are:

	<u>Current FY 2015 Rate</u>	<u>Proposed FY 2016 Rate</u>
TRS-ActiveCare 1-HD		
Employee Only	\$325.00	\$341.00
Employee and Spouse	\$850.00	\$914.00
Employee and Child(ren)	\$572.00	\$615.00
Employee and Family	\$1,145.00	\$1,231.00

TRS-ActiveCare Select

Employee Only	\$450.00	\$473.00
Employee and Spouse	\$1,044.00	\$1,122.00
Employee and Child(ren)	\$709.00	\$762.00
Employee and Family	\$1,238.00	\$1,331.00

TRS-ActiveCare 2

Employee Only	\$555.00	\$614.00
Employee and Spouse	\$1,287.00	\$1,478.00
Employee and Child(ren)	\$875.00	\$992.00
Employee and Family	\$1,323.00	\$1,521.00

The new benefit levels for ActiveCare PPOs are as follows:

For ActiveCare 1-HD:

Plan Feature	From 2014-2015 Plan Year	To 2015-2016 Plan Year
Individual Out-of-pocket maximum	\$6,350	\$6,450
Family Out-of-pocket maximum	\$9,200	\$12,900

For ActiveCare Select:

Plan Feature	From 2014-2015 Plan Year	To 2015-2016 Plan Year
Individual Out-of-pocket maximum	\$6,350	\$6,600
Family Out-of-pocket maximum	\$9,200	\$13,200
	(Out-of-pocket maximums include medical copayments, coinsurance, and deductibles)	(Out-of-pocket maximums include medical copayments, coinsurance, and deductibles, <u>plus pharmacy copayments, coinsurance, and deductibles</u>)

For ActiveCare 2:

Plan Feature	From 2014-2015 Plan Year	To 2015-2016 Plan Year
Individual Out-of-pocket maximum Family Out-of-pocket maximum	\$6,000 \$12,000 (Out-of-pocket maximums include medical copayments, coinsurance, and deductibles)	\$6,600 \$13,200 (Out-of-pocket maximums include medical copayments, coinsurance, and deductibles, plus pharmacy copayments, and deductibles)

Finally, the board set member contribution rates and benefit levels for the upcoming plan year for ActiveCare HMOs:

SHA, L.L.C. d/b/a FirstCare Health Plan Major Benefit Change Highlights:

Benefit	FY 2015 Plan Year	Commencing 9-1-2015
Out-of-pocket maximum Individual Family	\$4,500 \$9,125	\$ 5,000 \$10,000
PCP Visit	\$20	\$0
Prescription Drug Coverage Preferred Generic Copay*	N/A	\$0
Non-Preferred Generic Copay*	N/A	\$15
Preferred Brand Name Copay	\$30	\$40
Non-Preferred Brand Name Copay	\$60	\$100

* For FY2015, generic drugs are listed under one tier at a \$10 copay

SHA, L.L.C. d/b/a FirstCare Health Plans Premium Changes:

Coverage Tier	FY 2015 Premiums	FY 2016 Premiums	Percent Change
Employee Only	\$390.14	\$ 418.80	+7.3%
Employee & Spouse	\$977.76	\$1,050.44	+7.4%
Employee &	\$618.94	\$ 664.74	+7.4%

Child(ren)			
Employee & Family	\$987.44	\$1,060.84	+7.4%

Scott & White Health Plan Major Benefit Change Highlights:

Benefit	FY 2015 Plan Year	Commencing 9-1-2015
Deductible		
Individual	\$1,000	\$ 800
Family	\$3,000	\$2,400
Out-of-pocket maximum		
Individual	\$4,000	\$ 5,000
Family	\$9,000	\$10,000

Scott & White Health Plan Premium Changes:

Coverage Tier	FY 2015 Premiums	FY 2016 Premiums	Percent Change
Employee Only	\$452.80	\$ 503.60	+11.2%
Employee & Spouse	\$1020.08	\$1,135.62	+11.3%
Employee & Child(ren)	\$717.32	\$ 798.30	+11.3%
Employee & Family	\$1131.50	\$1,259.76	+11.3%

Allegian Insurance Company d/b/a Allegian Health Plans Premium Changes:

Coverage Tier	FY 2015 Premiums	FY 2016 Premiums	Percent Change
Employee Only	\$400.20	\$ 413.38	+3.3%
Employee & Spouse	\$969.60	\$1,001.88	+3.3%
Employee & Child(ren)	\$627.14	\$ 647.94	+3.3%
Employee & Family	\$989.22	\$1,022.16	+3.3%

TRS Pension Report

The Board received an update on the valuation of the Pension Trust Fund, which gained 2.6% during the first quarter of 2015, moving from \$129.85 billion to \$132.34 billion.

The board will next meet on July 24.