

SUBJECT: Consideration and possible approval of changing from the 2027 self-funded medical plan to TRS ActiveCare beginning January 1, 2027, to August 31, 2027, with an estimated cost of \$12,225,696.

BACKGROUND: For the past several years, the health fund has been running a deficit. To mitigate risks associated with health care costs, a recommendation is being made to transition from our self-funded medical plan to TRS ActiveCare beginning January 1, 2027, through August 31, 2027. The district will continue to contribute \$322 per month for employees taking TRS ActiveCare. In addition, the employee wellness clinic will continue to be available with a \$50 copay until June 2027. The district will be locked into TRS for five years. Below are the proposed TRS transitional rates.

<u>TRS-ActiveCare Primary</u>	<u>Premium</u>
Employee	\$455
+ Spouse	\$1,758
+ Child(ren)	\$996
+ Family	\$2,292
<u>TRS-ActiveCare Primary+</u>	<u>Premium</u>
Employee	\$579
+ Spouse	\$2,022
+ Child(ren)	\$1,216
+ Family	\$2,647
<u>TRS-ActiveCare HD</u>	<u>Premium</u>
Employee	\$484
+ Spouse	\$1,851
+ Child(ren)	\$1,049
+ Family	\$2,402

FINANCIAL IMPLICATIONS: Estimated cost for January 2027, through August 2027, is \$12,225,696.

RECOMMENDATION: Consideration and possible approval of changing from the 2027 self-funded medical plan to TRS ActiveCare beginning January 1, 2027, to August 31, 2027, with an estimated cost of \$12,225,696.

CABINET MEMBER(s): Bobbye McCain

CONTACT PERSON(s): Vonnie Conde

BOARD MEETING DATE: September 22, 2026