

ATTACHMENT NO. XIII-F: Health/Life/Dental/Vision Insurance Renewal

Potential motion: Move to approve the renewal of Blue Cross Blue Shield (Health), Dearborn National (Life), Delta Dental (Dental) and TruAssure (Vision) as provided by Miller Buettner & Parrott, Inc.

Recommended action: Approve the motion

It is recommended that the Board approve the renewal of the Health/Life/Dental/Vision Insurance as proposed and provided by Miller, Buettner & Parrott, Inc. The health care renewal remains with a \$500 deductible and has a 2.3% increase in premiums, down from 9.9% increase last year. There was no increase to the life, dental, or vision premiums. Our total insurance cost may increase another 2-3% above 2012-2013 based on the Affordable Care Act's new eligibility guidelines.

The insurance committee includes certified staff, support staff, administration and broker representatives. Based upon the collective bargaining agreements, a portion of the single coverage is paid by the employee.

# MEMORANDUM

**Date:** 5/6/13  
**To:** Board of Education  
**RE:** Health Insurance Renewal Premiums

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## Blue Cross Blue Shield – Medical Coverage - \$500 Deductible

Classification	Current Rate	Renewal Rate	Change \$	Change %
Employee	\$518.67	\$530.60	\$11.93	2.3%
Employee/Spouse	\$1,108.88	\$1,134.38	\$25.50	2.3%
Employee/Child(ren)	\$1,011.76	\$1,035.03	\$23.27	2.3%
Family	\$1,601.95	\$1,638.79	\$36.87	2.3%

## Dearborn National – Life Insurance Coverage

No change – Current & Renewal Rate = \$0.11/\$1,000

## Delta Dental – Dental Insurance

Classification	Current Rate	Renewal Rate	Change \$	Change %
Employee	\$28.67	\$28.67	\$0	0%
Family	\$89.93	\$89.93	\$0	0%

## TruAssure - Vision

Classification	Current Rate	Renewal Rate	Change \$	Change %
Employee	\$7.74	\$7.74	\$0.00	0.0%
Family	\$21.65	\$21.65	\$0.00	0.0%

Please note that Dental and Vision are both in rate guarantees and do not renew until July 1, 2014.

All insurance renewals would be effective July 1, 2013 with Board approval. Currently, the district covers a portion of dependent care coverage for medical insurance only.

**NORTH BOONE CUSD #200**  
**Life and AD&D Benefit and Rate Comparison**  
**July 1, 2013**

	<b>CURRENT / RENEWAL</b>		<b>OPTIONS</b>	
	<u>Dearborn National</u>		<u>MetLife</u>	<u>Prudential</u>
<b>LIFE &amp; AD&amp;D</b>	\$25,000		\$25,000	\$25,000
<b>GUARANTEE ISSUE</b>	\$25,000		\$25,000	\$25,000
<b>REDUCTION SCHEDULE</b>	To 65% at Age 65 To 50% at Age 70 Terms at retirement		To 65% at Age 65 To 50% at Age 70 Terms at retirement	To 65% at Age 65 To 50% at Age 70 Terms at retirement
<b>LIFE VOLUME</b>	\$3,975,000		\$3,975,000	\$3,975,000
<b>RATE PER \$1000</b>	Current	Renewal	Rates	
<b>LIFE</b>	\$0.06	\$0.06	<b>\$0.092</b>	<b>\$0.090</b>
<b>AD&amp;D</b>	\$0.05	\$0.05	<b>\$0.016</b>	<b>\$0.014</b>
<b>PREMIUM</b>				
<b>MONTHLY</b>	\$437.25	\$437.25	\$429.30	\$413.40
<b>ANNUALLY</b>	\$5,247.00	\$5,247.00	\$5,151.60	\$4,960.80
<b>% INCREASE/DECREASE RATE GUARANTEE</b>	<b>0.00%</b>		<b>-1.82%</b>	<b>-5.45%</b>
	2 Years		2 Years	3 Years
			<b>Must be sold with voluntary life</b>	

**NORTH BOONE CUSD #200  
2013 LIFE, AD&D & VOL LIFE MARKETING EFFORT**

<b>Objectives:</b>	Improve cost Improve Employee Choice Evaluate all market options
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**Life, AD&D and Voluntary Life**

Dearborn National (Current Carrier)

- |              |                 |
|--------------|-----------------|
| 1 MetLife    | <b>Received</b> |
| 2 Prudential | <b>Received</b> |

**UNCOMPETITIVE RATES / INSUFFICIENT NETWORK / REDUCED BENEFITS**

- |                     |                                |
|---------------------|--------------------------------|
| 1 Delta Dental      | Received; uncompetitive 18.18% |
| 2 Guardian          | Received; uncompetitive 9.09%  |
| 3 Lincoln Financial | Declined; uncompetitive rates  |
| 4 Principal         | Declined; uncompetitive rates  |
| 5 Reliance Standard | Received; uncompetitive 4.55%  |
| 6 Sun Life          | Received; uncompetitive 21.82% |
| 7 UNUM              | Received; uncompetitive 9.09%  |