

TRUCKEE TAHOE AIRPORT DISTRICT
BOARD OF DIRECTORS AGENDA ITEM SUMMARY

Topic:	Employee Benefit Review Ad Hoc Subcommittee Appointment		
Purpose	Information:	Guidance:	Decision: X
Recommendation	Staff recommends the Board appoint an Ad Hoc subcommittee to assist in the review of the employee medical insurance coverage.		
Last Action	<p>The Board last had an ad hoc subcommittee looking at employee benefits in 2012. The members of the committee were President Jones and Director Van Berkem. The results of the review at that time were:</p> <ul style="list-style-type: none"> • Change to the higher deductible medical policy for employees, with the District self-insuring for the difference, • Addition of a second tier to the District's CalPERS contract, • Expansion of the Educational Assistance Program to cover aviation-related training. 		
Discussion	<p>The medical insurance area has been significantly impacted by the Affordable Care Act (ACA). The District's current plan with Anthem is set to expire August 1, and the plan will have to change as it does not meet ACA's requirements. The District has received communication from Anthem that discusses which of their new plans they would consider closest to what we currently offer. We have not received our official renewal packet from Anthem, so there has not been any analysis performed on the level of benefits offered by the new plan as compared to the old plan. A review of the rates online shows that the cost differential will not be excessive. The self-insurance that the District has administered through EBA&M also comes into play, as the option to self-insure may only be available with certain plans; Health Savings Accounts or Health Reimbursement Accounts may need to be investigated. Staff is also investigating other options through Special District Risk Management Authority and outside brokers. Working with an ad hoc committee, a plan can be brought to the board in July, in advance of the end of the current policy.</p>		
Fiscal Impact	There is no fiscal impact to setting up an ad hoc subcommittee, however, they will be considering high-cost employee benefits.		
Communication Strategy	The ad hoc subcommittee will report to the Board of Directors.		
Attachments	None		