

Yuba Community College District Flexible Benefits Options

Presented by:

Al Alt - YCCD

Richard Hare – TCSIG

Bill Douglas – Sterling

Perry Smith – Financial Networks



What is “Flexible Benefits Options?”:

- Concept negotiated into contracts
 - YCFA, CSEA, YCCDPOA and YCMA
- Provides opportunity for employees to maximize District benefit contributions
- Employee has an opportunity to personalize District provided benefits

What are the options?

- Remain in the same plan(s) that you qualified for at hire
 - » Premier Plus prior to 2003
 - » Premier after 2003
- Voluntarily opt into a lower PPO plan
 - IE Premier Plus to Premier, Premier to Basic, etc.
- Voluntarily opt into a HDHP (High Deductible Health Plan)
 - IE Premier Plus to HDHP Plan 1

What would be the benefit?

- If you voluntarily opt into a less expensive plan, the District will contribute to an H.S.A or 403(b) on your behalf (depending on the option you select)
 - To a certain extent, this allows the employee to choose where the District contribution is being spent.
 - Depending on employees personal circumstance, there is an opportunity to direct funds to specific areas.

Are there risks?

- There are risks, depending on the option selected
 - Higher deductibles, co-pays, co-insurance
 - Risks in losing funds if the individual employee is aggressive with funds
 - Subject to employee withdrawal (penalties), therefore, could be misused

Who qualifies?

- All employees that ARE NOT dual covered (spouses both covered by TCSIG)
- Must meet Federal law to qualify for Health Savings Accounts (plan design, other coverage, etc.)

Ok, what would I get?

- Depending on the plan you currently qualify for either:
 - Contribution to a 403(b) fund
 - Contribution to a Health Savings Account
 - Or both

Premier Plus PPO scenarios: (1115)

Premier	403(b)	H.S.A
962	114.75	0
Standard	403(b)	H.S.A
885	172.5	0
Basic	403(b)	H.S.A
726	291.75	0

Premier Plus H.S.A scenarios: (1115)

Plan 1	403(b)	H.S.A
750	53.57	220
Plan 2	403(b)	H.S.A
669	114.5	220
Plan 3	403(b)	H.S.A
651	128	220

Premier PPO scenarios: (962)

Standard	403(b)	H.S.A.
885	57.75	0
Basic	403(b)	H.S.A.
726	177	0

Premier H.S.A scenarios: (962)

Plan 1	403(b)	H.S.A
750	0	159
Plan 2	403(b)	H.S.A
669	0	220
Plan 3	403(b)	H.S.A
651	13.25	220

Can I go back to my original plan?

- Yes, two options:
 - Qualifying event, i.e. marriage, child birth, divorce
 - At open enrollment, opt back into the plan you qualified for at time of hire

Additional information:

- Richard Hare - TCSIG
 - PPO plans vs. High Deductible Health Plans (H.S.A qualified plans)
 - www.tcsig.com
- Bill Douglas – SterlingHSA
 - Health Savings Accounts
 - www.sterlinghsa.com
- Perry Smith – Financial Networks
 - 403(b) plans and investment options

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