

TO: Board of Trustees

FROM: Michael Dolan, Clerk

DATE: August 12, 2025

AGENDA ITEM TOPIC: Employee Health Insurance

Requested Action

- Decide to renew current plan or change the plan prior to renewal date of October 1, 2025.
- Decide between HRA or HSA and set amounts.

Background

We were previously notified that our current Blue Cross Blue Shield plan will face a 31.1% increase at time of our next renewal which is October 1, 2025. The Board asked the executive team to work with our partners at Acrisure to identify other health insurance options. Additionally, the Board created a Health Care Committee, working with our employee groups. The Health Care Committee met on August 11th with our representative from Acrisure to discuss 4 different Simply Blue plans and how they compare to our current Community Blue plan. Two of the plans are Health Reimbursement Account type plans and 2 are Health Savings Account plans with different deductibles. Additionally, a 2nd option was given to our vision and dental plans.

Fiscal Considerations

Does the agenda item require the expenditure of funds? Yes ☒ No ☐

Are funds budgeted? Yes ☒ No ☐

Fiscal year affected: 2025/2026

Is a budget amendment required? Yes ☐ No ☒

General Ledger numbers affected: _____