

Budget Area	Vendor	Main Purpose	Background	Renewal Term
<p>Employee Benefits</p> <p>There is no cost to the district for Cigna Medicare Expand OAP 65+. The cost of this plan is paid by the over age 65+ retiree.</p>	Cigna HealthCare	To offer district sponsored medical and dental plans to eligible active employee and retirees.	<p>Beginning in October 2015 Newport-Mesa USD partnered with Cigna HealthCare to offer medical coverage options to all benefit eligible employees and retirees. Cigna Dental HMO and PPO have been offered since October 2003. Cigna HealthCare medical plan options offers all benefit eligible employees a choice in Medical plans and options with enrollment in Cigna Network, Cigna Select, or Cigna Open Access Plus. Current Network and Select HMO plans remain unchanged. Passive PPO will end September 30, 2021 for out-of-state early retirees. Cigna Dental plans remain unchanged. Effective 10/1/2021, EAP will change to CIGNA from OPTUM, with cost waived for 2 years through 9/30/2023. Plan includes 5 face to face visits and 25 employer service hours.</p> <p>Effective rates will be: Network HMO (Active and Early Retiree): Single \$853.75, 2-Party \$1,767.27, Family \$2,561.26. Select HMO (Active and Early Retiree): Single \$728.99, 2-Party \$1,509.02, Family \$2,187.00. Open Access Plus (Active and Early Retiree): Single \$981.86, 2-Party \$2,029.59, Family \$2,940.19. Passive PPO (Out of state Early Retirees; plan terming 9/30/21): Single \$857.55, 2-Party \$1,773.58, Family \$2,569.76. Open Access Plus Medicare Expand (65+ Retirees): Single \$734.35, 2-Party \$1,517.59, Family \$2,198.37. No change to Dental HMO: (Actives) Composite Rate \$55.35 (Retirees): Single \$28.34, 2-Party \$47.65, Family \$82.06. No change to Dental PPO Rates: Single \$57.43, 2-Party \$105.45, Family \$153.47.</p>	October 1, 2021 - September 30, 2022
<p>Employee Benefits</p> <p>There is no cost to the district for Kaiser Senior Advantage. The cost of this plan is paid by the over age 65+ retiree.</p>	Kaiser Permanente HMO Medical Plan	To offer the district sponsored HMO medical plan for benefit eligible active employees and retirees	<p>Beginning in October 2015 Newport-Mesa USD partnered with Kaiser Permanente to offer another option in HMO medical plans to all benefit eligible employees and retirees.</p> <p>Effective October 1, 2021 through September 30, 2022 Kaiser actives and early retiree premiums have an increase of 7.2%. The new monthly rates will be:</p> <p>Single \$526.12, 2-Party \$1,089.07, Family \$1,578.37.</p> <p>Kaiser Senior Advantage for Retirees 65+ with Medicare Part A & B have a decrease of 14.42% for Single and a decrease of 5.89% for 2-Party Medicare B only. New monthly rates will be:</p> <p>Single \$184.63, 2-Party \$496.63.</p>	October 1, 2021 - September 30, 2022

<p>Employee Benefits (Basic Life only)</p> <p>There is no cost to the district for the Optional Life, Long Term Disability (LTD), Critical Illness Plan, and Accident Insurance, as they are employee paid voluntary programs. MetLife is willing to increase the LTD benefit amount to \$7,500 with no rate impact plus 2-year rate lock.</p>	MetLife Group Insurance		<p>Since 2004, MetLife has been the Life Insurance provider for the district, offering Basic Life and Accidental Death and Dismemberment (AD&D) district paid benefits and the employee paid Optional Life and AD&D. Since 2007 and 2008, Newport-Mesa USD entered into MetLife agreements to offer employee paid Critical Illness and Voluntary Long Term Disability Insurance. Accident Insurance was added in 2018.</p> <p>MetLife will renew Basic Life Insurance with no change in plan coverage or rates. Rate guarantee for 3 years effective October 1, 2021 through September 30, 2024:</p> <p>Full-time Basic Life: \$0.18/1000; AD&D \$0.02/1000, \$50,000 = \$10.00. Part-time Basic Life: \$0.18/1000; AD&D \$0.02/1000, \$25,000 = \$5.00.</p>	October 1, 2021 - September 30, 2022
<p>Not applicable. There is no cost to the district, the cost of these programs will be paid for by the over age 65 retirees.</p>	Senior Care Action Network (SCAN) Health Plan	Medicare Advantage Plan for District Retirees over age 65.	<p>Newport-Mesa USD entered into an agreement with SCAN in October 2007 to offer a provision of a Medicare Advantage Plan for district retirees over age 65.</p> <p>SCAN Health Plan proposes renewal of the SCAN Basic and SCAN Enhanced with no rate increase or plan changes. Enhancements effective October 1, 2021 include: 3 month supply of Prescriptions extended to 100 days for both retail and mail order; Brain HQ fitness program \$0 copay; Health Tech technology support line \$0 copay.</p> <p>Current rates continue: Basic: Single \$195.13, 2-Party \$390.26. Enhanced: Single \$342.47, 2-Party \$684.94</p>	October 1, 2021 - September 30, 2022
Employee Benefits	Vision Service Plan		<p>Vision Service Plan has been the vision benefits provider for the district since 1999.</p> <p>VSP renewal has rate guarantee from October 1, 2019 for a 4-year period until September 30, 2023.</p> <p>Current rates: Single \$9.12, 2-Party \$16.43, Family \$22.82.</p>	October 1, 2021 - September 30, 2022

Employee Benefits	WEX Discovery Benefits for COBRA and FSA	To provide TPA services specified for billing, payment processing for COBRA, retiree billing and notifications and administrative services for Optional Section 125 FSA to eligible employees October 1, 2021 through September 30, 2022.	<p>WEX Discovery Benefits proposes third party administrator benefit service specific to COBRA notification and billing and payment processing for retirees from August 1, 2021 through July 31, 2022 and FSA administration for the period of October 1, 2021 through September 30, 2022. 5-year rate lock until July 31/September 30, 2025.</p> <p>Participant numbers may fluctuate throughout the year. Rates: \$0.30 per eligible COBRA participant per month. \$3.50 per retiree direct bill administration participant per month. \$2.50 per FSA participant per month.</p>	<p>August 1, 2021 - July 31, 2022 (COBRA and Retiree Direct Bill)</p> <p>October 1, 2021 - September 30, 2022 (FSA Administration)</p>
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