

Everett School Employee Benefit Trust

2014-15 Overview

➤ **TRUSTEES**

Greg Elder, Evergreen Middle School Teacher
Susan Lindsey, Jackson Elementary Teacher
Adam Goldstein, UniServ Director
Jeff Moore, Executive Director Finance and Business Services
Molly Ringo, Assistant Superintendent Teaching and Learning
Kelly Shepherd, Principal, Sequoia High School

➤ **STAFF**

Darla Van Duren, Trust Administrator – District Accountant
Kellee Newcomb, Trust Recorder – Executive Staff Assistant
Gail Buquicchio – Wellness Coordinator
Debbie Kovacs – Executive Director Human Resources
Randi Seaberg – Director Human Resources
Beverly Rogers – Payroll Manager
Vickie Loyola – Payroll Technician
Cris Bosket – Benefits Technician
Stephanie North – Benefits Technician

➤ **THIRD PARTY ADMINISTRATORS, CONSULTANTS AND ADVISORS**

Attorney

Stoel Rives – Melanie Curtice, Howard Bye

Auditors

Toyer, Dietrich & Associates – Bruce Dietrich

Benefits Consultant

Mercer Health & Benefits – Sean White (Principal and Client Relationship Manager), Aanya Lee (Senior Associate), and Jonathan Ko (Actuarial Analyst)

Insurance

Fiduciary Liability Insurance – March U.S. Consumer underwritten by Chubb Group

➤ **FINANCIAL MANAGEMENT**

Bank – Investments

US Bank in Portland

Bank – Checking

Union Bank in Seattle

Investment Consultant

Hyas Group, Jayson Davidson

Investment Manager

Becker Capital Management, Inc.

Everett School Employee Benefit Trust

2014-15 Overview

➤ **BASIC BENEFITS**

Medical (includes prescription)

United Health Care

Group Health Cooperative HMO (Health Maintenance Organization)

Coverage is available for all eligible employees with a benefit FTE of .333 and above, spouse and their dependents up to age 26.

Prescriptions included with above

OptumRX

Dental

Washington Dental Service

Willamette Dental Plan

Vision

MetLife

Long Term Disability

MetLife

Life Insurance

MetLife

Accidental Death and Dismemberment Plan

MetLife

Employee Assistance Program

Magellan Behavior

➤ **OPTIONAL BENEFITS—Paid by Employee**

Additional Optional Life Insurance

Add medical/dental coverage for spouse/partner/family

Voluntary Short Term Disability Insurance (Salary Insurance) – MetLife

Long Term Care Plan – Unum

➤ **BENEFITS MANAGED BY THE DISTRICT (not by the ESEBT)**

Flexible Spending Accounts (FSAs – Dependent Care & Health Care)

Tax Sheltered Annuity Plan

Health Savings Accounts (HSA)

Everett School Employee Benefit Trust

2014-15 Overview

➤ **EXTERNAL SUPPORT**

Tobacco cessation

Alere Wellbeing (Quit for Life program)

Weight management (Wellness Program)

Weight Watchers

➤ **INTERNAL SUPPORT**

Wellness Program: Health risk assessment, lifestyle coaching & web portal administration—
Gail Buquicchio – Wellness Coordinator

➤ **TRUST FINANCES**

The Trust's fiscal year = July 1 to June 30

Cash Flow into the Trust:

- The state pays an allocation to the district of approximately \$768 per month per FTE (per S275) for health care, and the district provides this entire amount to the Trust each month. In addition, the district provides the Trust with \$768 per FTE for all employees the state does not include in their calculations. The district also pays for those employees with less than .333 FTE and employees that do not elect to have health benefits through the Trust. The net result is the district pays the Trust approximately \$768 (prorated) per FTE for all employees of the district.
- The district provides the entire amount (\$768 per month per FTE) to the Trust each month.
- Employees pay (through payroll deductions) approved amounts into the Trust each month for plan and options chosen. Generally, employer contributions for Group Health and WEA plans are more than the actual costs, and employee contributions are less than the actual costs for the plans.

➤ **OTHER**

- The district pays the retiree subsidy ("carve out") required by the state directly to the Health Care Authority (\$66.64 per month per FTE) each month. These funds do not flow through the Trust.