

for your benefit



A Publication of the AWC Employee Benefit Trust

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April 28, 2008

Plan A & Plan B Termination

As discussed in prior issues of For Your Benefit, the Board of Trustees met in April to discuss the phase-out of existing plans (Regence/Asuris Plans A & B) as well as the addition of new plan options.

The fiscal integrity of the Employee Benefit Trust remains strong. It was of utmost importance to the Board to position the Trust benefit plan offerings for success today, and well into the future. With these items in mind, the Board of Trustees made the decision to terminate **Medical Plan A and Plan B effective January 1, 2012.**

This decision was made for many reasons. With health care costs skyrocketing, the Board remains fully committed to the Trust's wellness efforts. Employees and covered family members making healthier choices is a win-win for everyone.

For a number of years, the natural migration trend for Trust medical plans has been moving away from plans A & B, to the PPO Plan. Unlike Plans A & B, the PPO plan covers preventative care. Future plan offerings from the Trust will also include coverage for preventative care.

In line with terminating these plans, Plan B will be closed to new city enrollment effective January 1, 2009. (Plan A is closed to new cities, as of 1-1-08.) The Trust will continue to offer medical Plan A for *LEOFF I actives and LEOFF I retirees only* after January 1, 2012.

The Trust will continue to offer the following medical plans:

Regence/Asuris Medical Plans	Group Health Medical Plans
PPO Plan	\$0 Copay Plan (LEOFF I's only)
PPO – 500 Plan	\$5 Copay Plan
High Deductible Health Plan with Health Savings Account (HSA)	\$10 Copay Plan

Will new plans be offered?

YES. The Board has directed staff and carrier to create two new plan options. We anticipate at least one of the new plan choices will be available January 1, 2009. These plan designs will be reviewed by the Employee Benefits Advisory Committee (EBAC) in late July.

Board direction dictates that the existing PPO Plan will have the highest level of coverage available for Trust Plans. Due to Board commitment to wellness and prevention – as well as requests from employers and employees – all new medical plans will include coverage for preventative tests, well care and immunizations.

The Trust will communicate information about the new plan option(s) – including benefit plan design and anticipated premium costs after the EBAC meeting occurs in late July. We anticipate another email will be sent to you in August, detailing these new options.

There will be several sessions at AWC's Labor Relations Institute (LRI) regarding negotiating change. We highly encourage you to begin working with your unions now. To review the training agenda and/or sign up for this valuable training [click here](#).

The Employee Benefit Trust remains committed to serving all members of the Trust with high-caliber, competitively priced benefit offerings. As always, our staff is available to answer questions you may have regarding these changes. We will continue our communication efforts as more details become available.

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