

Westminster Public Schools

Formerly Adams County School District 50

MEMORANDUM

To: Rosie Jaramillo, WEA President

From: Kirchers Leday, Chief Human Resources Officer

Date: May 10, 2016

Re: Consideration for Moving Benefits Open Enrollment Timeline/Renewal Date

Consideration for moving open enrollment period and having a renewal date moved from July 1st to January 1st.

- Allows us to negotiations in advance on insurance.
- Rates will currently stay the same through December 31, 2016.
- Open enrollment would be in the fall to align with Section 125:
 - Flexible Spending
 - Deduction Election
- Renewal Date would be on calendar year which aligns with:
 - Deductible period with MultiChoice and DHMO plans
 - Employees can better plan on amounts for FSA
- Based on current experience and trending forward, expect Kaiser Renewal for 01/01/2017 to be between 13-15%.