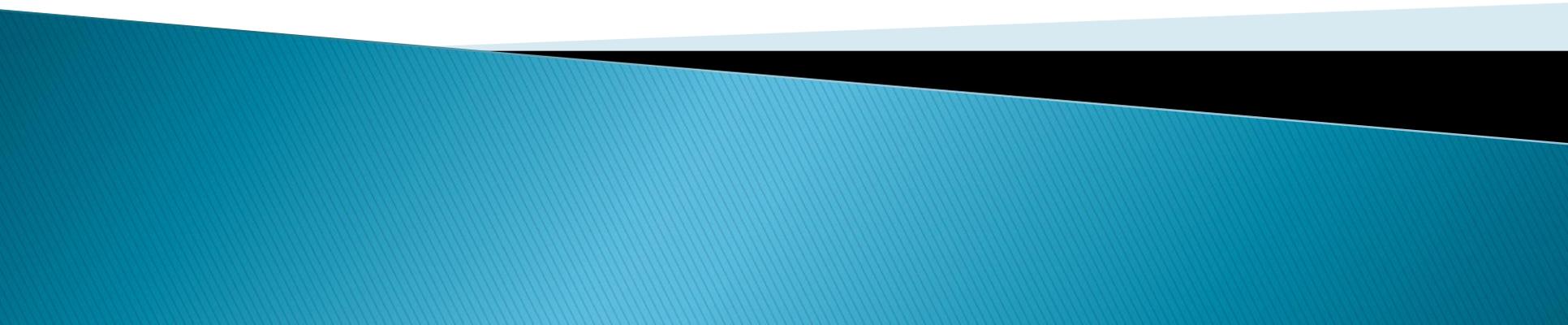


Maricopa County Benefits Plan Year

April 18, 2016



Current Plan Year

- ▶ July 1 – June 30 (coincides with statutory fiscal year)
- ▶ County moved to Fiscal Year in 2006
 - Implementation required 18-month plan year (January 1, 2006 – June 30, 2007)

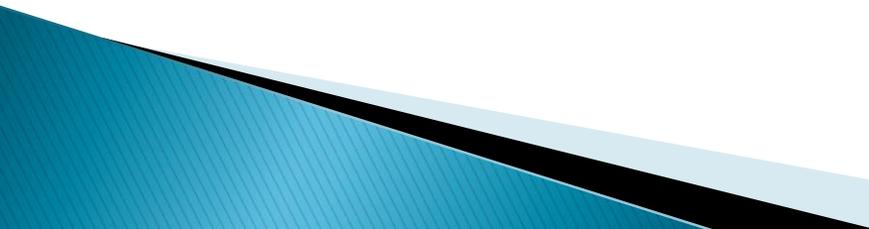
Plan Years Vary

- ▶ January–December Plan Years:
 - State of Arizona (formerly October–September)
 - City of Phoenix
 - ASRS–sponsored health plans
- ▶ July–June Plan Years:
 - Pima County
 - Pinal County
 - City of Scottsdale
 - Maricopa Community College District
 - Northern Arizona Public Employees Benefits Trust (Coconino County, City of Flagstaff, Flagstaff Unified School District, Coconino Community College District)

Advantages of January – December Plan Year

- ▶ Individuals can plan and monitor contributions to spending accounts (FSAs, HSAs) simultaneously for both the plan year and calendar year/tax year
 - ▶ Less complication in benefits coverage reporting (1095-C, etc.)
 - ▶ Aligns with Medicare plan year
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Advantages of July – June Plan Year

- ▶ Aligns with the County's Fiscal Year
 - ▶ Supports “total compensation” approach – allows planning for benefits in conjunction with salary compensation
 - ▶ Budget can anticipate premiums for the entire fiscal year; no need to forecast premiums for January – June
 - ▶ Benefit plans and rates are established early in the budget process, and help set a baseline for expenditures
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Implementation Issues

- ▶ 18-month plan year
 - Higher premium increase to cover the entire period
 - ▶ Amend Benefits Plan documents
 - ▶ Amend vendor contracts
 - ▶ Implement change with all vendors
 - ▶ Train/Communicate with employees (used to current plan year)
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