

10,000+
Benefits Eligible Employees
6,910
Benefit Plan Enrollees



2,233 Kelsey plan enrollees
3,068 Surest plan enrollees
1,609 HDHP plan enrollees

DID YOU KNOW?

Peer Benchmarking



- District employee **contribution is \$570 per employee per month**
- FBISD contributes \$139 **more** than peer districts for health insurance
- FBISD employees pay (on avg) \$34 **less** per month for employee only health insurance
- FBISD employees pay (on avg) \$193 **less** per month for employee + family health insurance
- Plan utilization/cost is monitored based on calendar year but budgeted based on fiscal year

Competitive Medical Benefits Package



- Three benefit plan offerings (Surest, Kelsey Charter, Choice HSA)
- High deductible health plan offered with a health savings account (HSA)
- Elected surgery benefit offered that covers 100% of employee cost
- Network includes over 28,000 providers, 7,900 behavioral health providers, and 88 hospitals

Health Benefit Maximization



- Annual Check-ups and Preventive Screenings covered at 100% (\$25 eGift card for completion)
- Prescription mail order with a maximum benefit of \$150 for a 90-day supply
- 90-day retail prescription benefit that allows employees to fill 90-day prescriptions at any CVS, Kroger, or Costco pharmacy
- Virtual visits benefit that covers minor illnesses at 100% (excludes Choice HSA plan enrollees)

Employee-Centric Customer Service



- Supportive and dedicated benefits team with an average tenure of 15 years
- Dedicated Onsite Employee Wellness Engagement Coordinator
- Dedicated EAP and Mental Health Support Counselor

EMPLOYEE WELL-BEING AND MENTAL HEALTH



Physical

Fitness Classes, Fitness Club Discounts, Real Appeal Weight Loss Program, Healthy Pregnancy and Maven



Preventative

Onsite Screenings for Employees (Mobile Mammograms, Flu & COVID-19 Shots, and Free Pain Management Assessments)



Financial

Finpath Financial Wellness (Program focused on decreasing financial stress in workplace)



Mental & Emotional

Employee Assistance Program (access to live counselors; up to six free counseling sessions per household member), Stress Relief Toolkit