



**TRS**

TEACHER RETIREMENT SYSTEM OF TEXAS

ACTIVECARE

# CONNECT CALL WITH DISTRICT LEADERS

JUNE 9, 2025

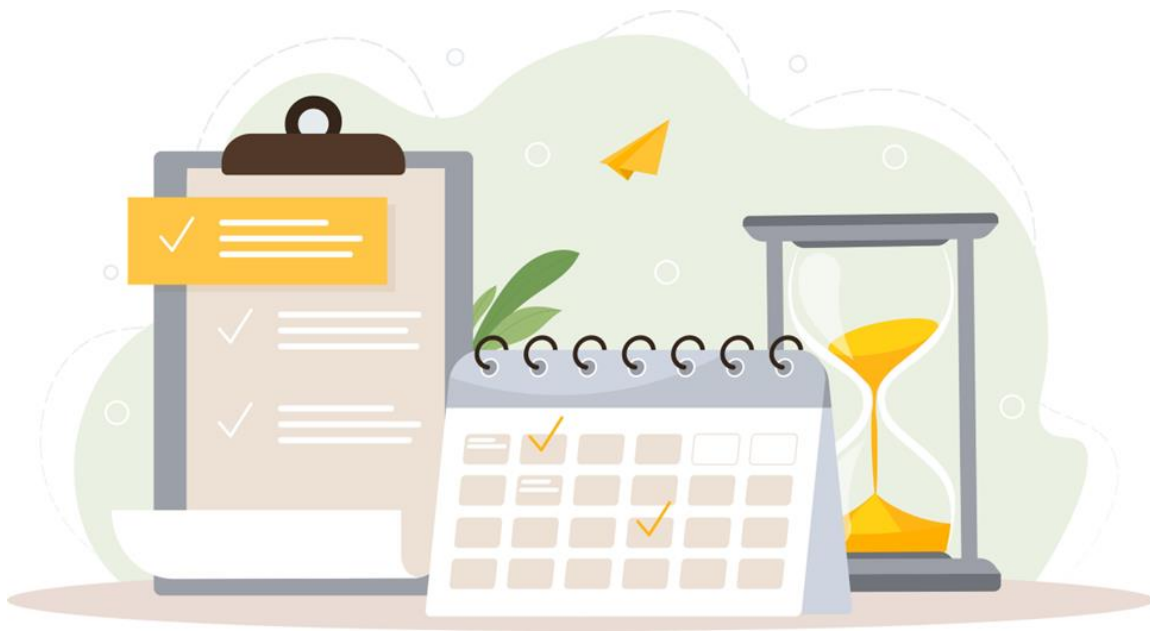




## AGENDA

- Legislative Action
- Overview Regional Rates and Benefit Changes-PY 2025-26
  - Looking Forward
- Questions and Answers

# Supplemental Funding



**89th Texas Legislature  
approved \$369M in  
supplemental funds to  
help offset rate increases  
in the 2026-27 biennium.**

# Regional Rates PY 2025-26

## TRS



Premium increase is 9.7% on average



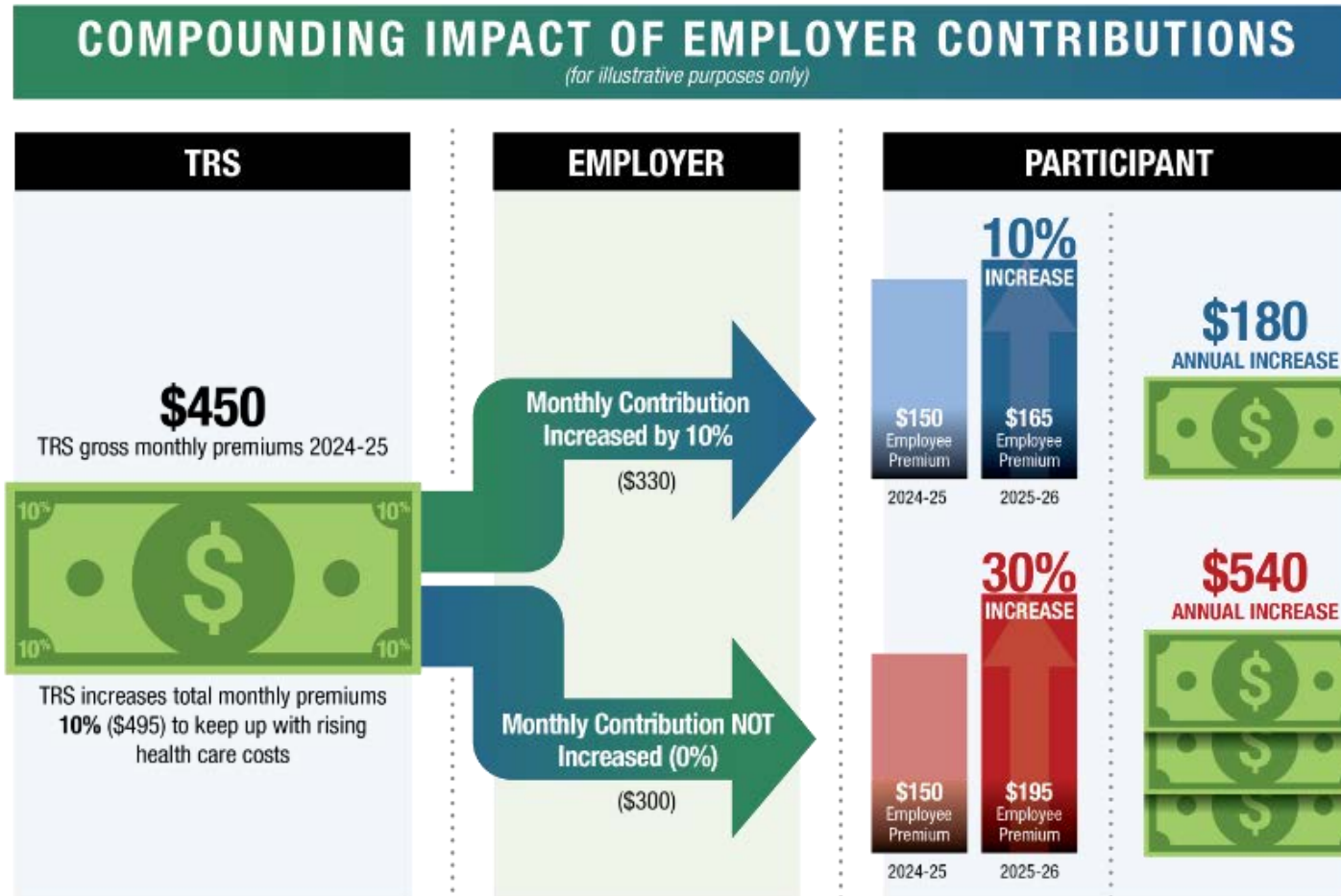
Supplemental funding covers 8% of total premium cost

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**Remember:** Premiums listed are gross, not net. Apply your district's contribution to determine what your employees will pay.



# The employer contribution



The numbers used are an example only based on assumed premium amounts and employer contributions. Employer contributions vary by district. Participant increases will vary by region, plan and tier.

1. **Minimum employer contribution** required by 2001 law for TRS-ActiveCare is **\$225/month**.
2. **Average state and employer contribution** across all regions and tiers for TRS-ActiveCare in FY 2025 is **\$355/month**.
3. When TRS' gross premium increase is fully passed on to employees it results in a **significantly higher percentage increase for employees and their families**.

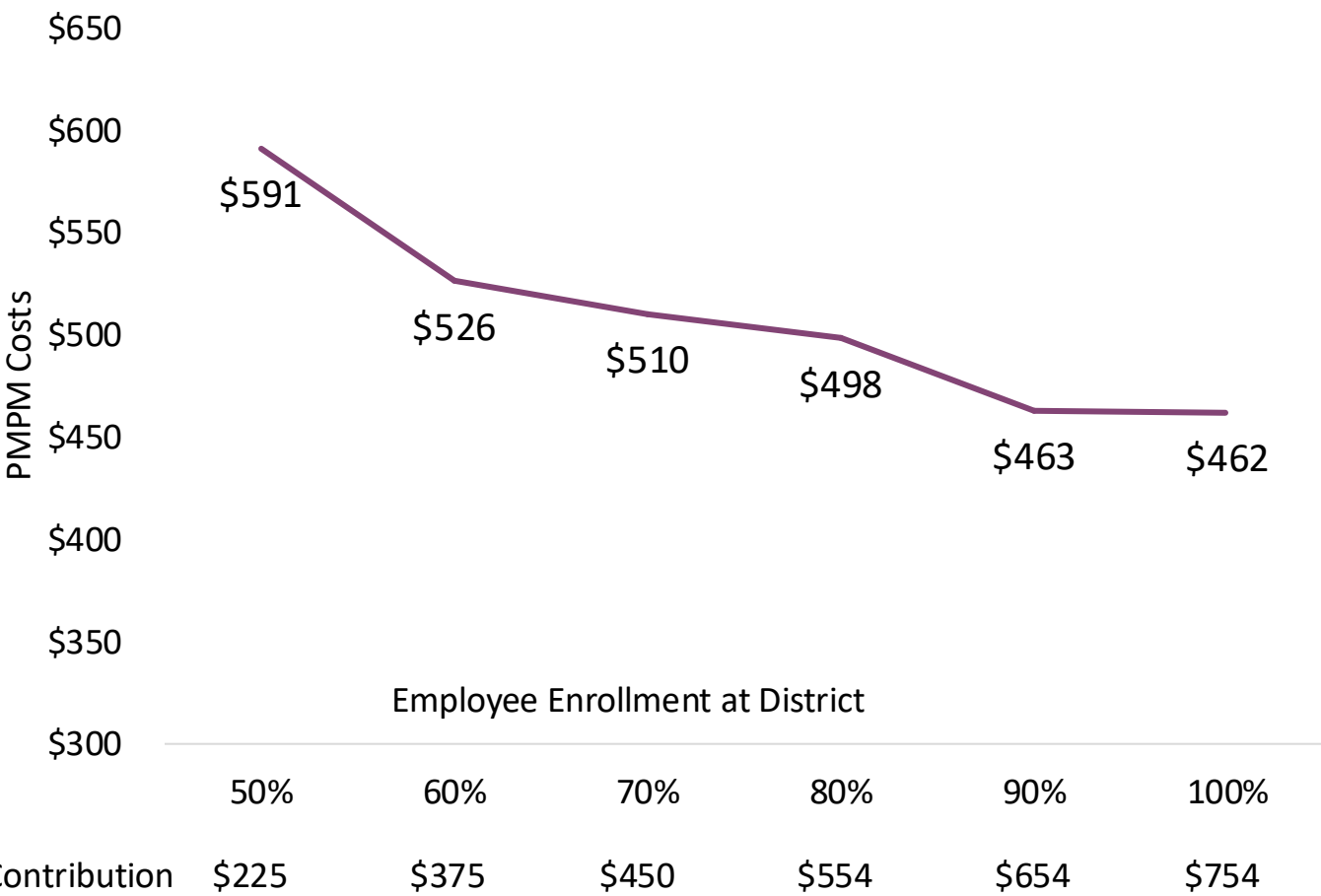
# Higher Enrollment Means Lower, More Stable Costs



TRS Health continually analyzes factors that impact plan costs:

- Higher employee enrollment is associated with lower overall per member per month costs, as lower-cost members join the pool:
- **For every 1% increase in enrollment, per member per month costs are lower by \$2.41 on average.**
- The primary driver of enrollment is how much an employer contributes to their employees' health coverage:
- **Every \$10 more an employer contributes is associated with a 1% increase in enrollment.**

Medical Per Member Per Month Costs  
by District Enrollment





# PY 2025-26 BENEFIT CHANGES

# TRS-ActiveCare PY 2025-26 Benefit Alignment



TRS Board adopted several benefit alignments to the **HD plan** to align with regulatory standards.

Benefit Alignment	Current FY 25	Proposed FY 26	Individual \$ Change	Family \$ Change
In-network deductibles ( <i>IRS requirement</i> )	\$3,200 (Individual) / \$6,400 (Family)	\$3,300 (Individual)/ \$6,600 (Family)	+ \$100	+ \$200
In-network maximum out-of-pocket (MOOP)	\$8,050 (Individual) / \$16,100 (Family)	\$8,300 (Individual)/ \$16,600 (Family)	+ \$250	+ \$500
Out-of-network deductibles	\$6,400 (Individual) / \$12,800 (Family)	\$6,600 (Individual)/ \$13,200 (Family)	+ \$200	+ \$400
Out-of-network maximum out-of-pocket (MOOP)	\$20,250 (Individual) / \$40,500 (Family)	\$20,500 (Individual)/ \$41,000 (Family)	+ \$250	+ \$500



# Enhancing Member Reward Incentives

Incentivizing members toward high-quality, low-cost providers

## PCP rewards

- One reward per year will be given for seeing a PCP with a **Top Performing Physician** designation

## Specialist rewards

- One reward\* for seeing a specialist with a **Top Performing Physician** designation
- Two rewards\* for visiting a specialist with a **Top Performing Physician designation** at a cost-effective reward-eligible facility

**PCP and  
specialist  
rewards  
range from  
\$25-\$150**

# Changing referral requirements-Primary and Primary+ plans



**Participants in TRS-ActiveCare Primary & Primary+ plans will no longer require a referral from their PCP to visit certain specialists.**

- **Dermatologist visits**
- **Eye exams (both routine & diagnostic)**
- **Physical therapy**

# Expansion of musculoskeletal benefits-from pilot to program reaching all regions

**Virtual, no-cost option to help members manage joint and back pain and address other musculoskeletal issues**



Mobility and stability rehab exercises



Customized recovery plan



Injury-specific Remote Recovery Kit



Unlimited access to provider through app for 12 months














## LOOKING FORWARD

- Employer Contribution
- Engagement & District Outreach



Districts	Participants
 <b>Customized onboarding for new districts</b> (3 this year; 10 last year)	 <b>15 webinars</b> in June & July in preparation for Annual Enrollment
 <b>Quarterly Connect Calls</b>	 <b>Digital engagement</b> through emails, monthly newsletter, videos, etc.
 <b>Benefit Adm. Training Sessions</b> (15 sessions for PY 25-26)	 Support and presentations at <b>district health and benefit fairs</b>
 <b>Special Content</b> for employers' use	 <b>Publications</b> with plan benefit information
 Ongoing support from <b>District Ambassadors (DAs)</b> and <b>Benefit Administrator Advocates (BAAs)</b>	

**A continued commitment to hands-on and regular outreach, engagement and training for both employers and plan participants.**



# LET'S TALK!



THANK YOU!

