




Golden
LEAF
FOUNDATION

Personnel Committee
June 4, 2026

Personnel Committee Agenda

- Approve Minutes of April 2026 Meeting
 - Review Health Insurance Plan changes
 - Approve revised Health Insurance Plan document
 - Review Proposed Changes to the Employee Handbook
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Health Insurance Overview

The Foundation's current health insurance plan was adopted in 2009 and has been considered a "grandfathered" plan that was adopted prior to the enactment of the Affordable Care Act in 2010. The Foundation was notified that BCBS would not renew our grandfathered plan for FY27.

Staff's primary objective in our due diligence was to continue to offer a robust health plan to our employees with the most reasonable financial impact to our employees and to the Foundation.

A part of this process was to review the current structure of cost-sharing for employees to ensure long-term viability of this benefit and to benchmark against industry peers.

Health Insurance Overview (continued)

The Foundation is considered a small group for insurance purposes (<50 employees), which creates a challenge in today's insurance market.

During our due diligence, staff reviewed various plan options and different vendors.

Health Insurance – Proposed HSA Plan

The Proposed HSA Plan is similar to our current HSA Plan, with a few differences.

Proposed High Deductible Health Plan (BCBS HDHP/HSA) – ACA plan

- Deductible remains at \$2,500 for employee-only, \$5,000 for other coverages
- Increases co-insurance to 30% after deductible (from 10%)
- Increases out-of-pocket-max to \$8,300 for employee-only, \$16,600 for other coverages (from \$5,000 and \$10,000, respectively)
- Health Savings Account remains unchanged (allows pre-tax contributions for healthcare expenses)

Health Insurance – Proposed PPO Plan

The Proposed PPO Plan is a **new** option for employees.

Proposed PPO Plan – (BCBS)

- Co-pays for office visits, prescriptions, etc.
- Co-insurance of 30% for hospital stays, procedures, surgery, etc.
- Deductible of \$1,500 for employee-only, \$3,000 for other coverages
- Out-of-pocket-max of \$5,750 for employee-only, and \$11,500 for other coverages
- Flexible Spending Account, with options for employer and employee contributions (allows pre-tax contributions for healthcare expenses)

Personnel Committee Recommendation – Approve Revised Health Insurance Plan Document

Recommendation:

Motion to recommend that the Board authorize the Chair of the Board, Chair of the Personnel/Nominations Committee, and President to approve final revisions to the Foundation's Section 125 Cafeteria Plan that are consistent with the document shared with the Personnel/Nominations Committee.

NOTE: The Plan Documents are in BoardEffect.



Health Insurance – Cost-Structure

Current Cost-Structure:

The cost-share structure that has been in place since adoption of the Plan was:

- Foundation pays for all premiums of the health insurance plan up to a certain annual expense cap per employee.
- This cap has been increased through the years as premiums have increased.
- Up until FY27, this structure has resulted in the Foundation paying 100% of premiums for employee-only, employee/spouse, and employee/child(ren) coverages – only employees with family coverage had to pay premiums.

Health Insurance – Cost-structure (continued)

Proposed Cost-Structure:

Employees will pay the following proposed cost-share of premiums, which will be reviewed annually at renewal and may be adjusted as needed.

- HSA plan
 - Employee-only – 0% (0% in FY26)
 - Employee/spouse – 20% (0% in FY26)
 - Employee/child(ren) – 20% (0% in FY26)
 - Family – 25% (23% in FY26)
- PPO plan
 - Employee-only – 0%
 - Employee/spouse – 22%
 - Employee/child(ren) – 22%
 - Family – 29%

Note – employee premium amounts (per payroll) are provided in the FY27 Annual Benefits and Travel Reimbursement Summary in BoardEffect.

Employee Handbook – Highlights of Changes

Staff and outside legal counsel review our Employee Handbook on an annual basis. Changes stemming from this year's review include:

- Inserted a table of contents
- Reorganized sections to make it more user-friendly
- Added in some additional protected characteristics in compliance with state law
- Other technical corrections or minor changes throughout the Handbook

Employee Handbook – Highlights of Changes Annual Benefits and Travel Reimbursement Summary

This addendum to the Employee Handbook is a summary that is provided annually to employees with updates to coverages/rates as needed.

Effective July 1, 2026, the Summary:

- Updates all IRS rates for HSA/FSA contribution limits, 403b contribution limits, standard mileage rates (rates were effective 1/1/26)
- Updates the meal reimbursement rates for lunch and dinner

Employee Handbook – Highlights of Changes Annual Benefits and Travel Reimbursement Summary (cont.)

- Provides an overview of the health, dental, and vision insurance plans, and adds the new PPO plan option
- Details the premiums for health insurance, dental insurance, and vision insurance for each coverage level
- Details the employer contribution to the employee's Health Savings Account (HSA) or Flexible Spending Account (FSA) for each coverage level

Personnel Committee Recommendation – Employee Handbook

Recommendation:

Motion to recommend that the Board approve the revised Employee Handbook, and the Annual Benefits and Travel Reimbursement Summary, including the revisions to the health insurance plan.

NOTE: The Employee Handbook with redlined changes and a clean version are available on BoardEffect.