
BENEFITS BULLETIN



FOR CYPRESS-FAIRBANKS INDEPENDENT SCHOOL DISTRICT EMPLOYEES

Insurance Dependent Eligibility Audit

December 1, 2010



Hired to Perform Insurance Dependent Eligibility Audit

We are all aware of how important it is to have adequate health care coverage. We also know how expensive paying for health care can be. What you may not know is Cypress-Fairbanks ISD (CFISD) is self-insured, which means health claims are paid by CFISD, not an outside insurance company.

As a company, part of our job is to keep costs down so we can maintain a competitive health care plan for all employees. We must also make sure that only those dependents who are actually eligible are the ones being provided with coverage. National averages show that each dependent's health care costs are \$2,500 each year. Covering people who are not eligible dependents raises our cost for health coverage which is reflected in the premiums deducted from our checks. Dependent eligibility verification programs of medical enrollments are mainstream practices for employers of all sizes.

In an effort to control these costs we have retained the services of a highly recommended independent auditor, **Chapman Kelly**, to assist us with completing a dependent verification of our plans. They are known for their professionalism, confidentiality and sensitivity to employee needs and concerns. We are confident this process will ensure that we are covering eligible dependents in a fair and equitable manner.

If you have dependents enrolled in a CFISD medical plan, you will receive a letter addressed to your home from **Chapman Kelly**. The letter will detail the steps and information required to keep coverage on your enrolled dependents. You will also be asked to submit evidence of eligibility directly to **Chapman Kelly**.

When you receive any correspondence from Chapman Kelly, please read it carefully as there are specific due dates when certain information needs to be returned. Failure to follow the instructions could result in loss of coverage for your dependents.

It's important for employees to know that neither **Chapman Kelly** nor CFISD is interested in personal details. The documents are used solely to verify dependent eligibility so we can be assured that only those who are eligible for coverage under the terms of CFISD's health plans are receiving those benefits. Further details regarding privacy and security will be provided in the letter from **Chapman Kelly**.

Detailed eligibility information, as well as a toll-free customer service number, fax number and customized web address will be included in the upcoming correspondence from **Chapman Kelly**. Feel free to contact them if you have any questions or need additional information.

Thank you for helping us manage our plan expenses so we can continue to provide health care at a reasonable cost.