INSURANCE BENEFITS FOR COACHES
PROGRAM OVERVIEW

• Partnership with US Equestrian
• Description of Benefits
• How to Make it Financially Viable
• Special Considerations and FAQ
• Rollout Timeline
WHY THE PARTNERSHIP WITH US EQUESTRIAN?

• Survey of membership confirms a need
• Made plan available to Olympic community
• They are constantly curating and improving the plan
• *Neither organization is making a profit on the plans*
AVAILABLE BENEFITS

• Health Insurance, $0 Deductible
• Dental Insurance
• Vision Insurance
• Dedicated Call Center
• Life Insurance
• Short & Long-Term Disability
• Home/Auto/RV/Boat/ Insurance
• Custom Individual/Group Plans

...Plus many other benefits
# PLANS & DETAILS

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WebPage: [https://www.usaswimming.org/coaches/popular-resources/health-insurance-for-coaches](https://www.usaswimming.org/coaches/popular-resources/health-insurance-for-coaches)
HOW TO MAKE FINANCIALLY Viable
FUNDING INSURANCE

- Swim A Thon/Standard fundraising
- Engage a Community Partner
- Raise dues per person either monthly or add onto a yearly registration fee.
# BUDGET IMPACT

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<th>Number of Coaches</th>
<th>Rates</th>
<th>Overall Cost</th>
<th>Team Size</th>
<th>Team Contribution</th>
<th>Personal Contribution</th>
<th>Average Cost Per Person</th>
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<th>Team Cost Per Year</th>
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ATHLETE, FAMILY AND COMMUNITY IMPACT

Why Enable Coach Insurance?
• Improved support for coaches, less time/energy spent on a secondary employment
• Improved health for the coaches - mental and physical
• Increased fidelity to program and consistency of coaching for athletes
• Demonstrates commitment to the profession as well as the individual
• Provides support and stability for single parents, families and young coaches

If the team does not want to manage insurance payment
• Pay the coach a monthly stipend equivalent to the insurance amount - there are tax implications for the coach in this scenario and the team
• Raise the coach salary the appropriate amount plus any applicable taxes
• Offer a flat percentage increase of salary to cover appropriate percentage
LEGAL AND TAX QUESTIONS TO CONSIDER

- What am I/We responsible for legally when offering employee benefits?
- What are the state guidelines for offering insurance benefits?
- What are the federal guidelines for offering insurance benefits?
- Are there any tax incentives for offering benefits?
- How will this impact my/our annual tax filing?
- Consult with a local employment attorney.
- Consult with a local CPA.
Enrollment

4 enrollment periods 2020-2021

- 1st Enrollment: Oct 5th to 14th
  - Effective Date Nov 1st
- 2nd Enrollment: Jan 2021
- 3rd Enrollment: Apr 2021
- 4th Enrollment: July 2021
ENROLLMENT PROCESS

1. USA Swimming members commit to program through USA Swimming website
2. USA Swimming staff e-mails US Equestrian coupon to committed USA Swimming member.
3. USA Swimming member registers and pays $22.50 for US Equestrian Fan Membership through their website and receives member number.
4. USA Swimming member calls third party call center (get name and number), and is guided by call center through insurance enrollment process
Q&A

I own my team and have non-coach staff; can I offer the benefits to them?
Yes, but they need to be USA Swimming coach members in good standing to access the discounted rate.

Is this available to part-time coaches? Yes

Is this available to all LSC staff non-athlete USA Swimming members? No, not currently

Can this presentation be given to an LSC? Yes

After enrollment, when do the plans take effect? Effective first of the following month.