



SOUTH SAN ANTONIO INDEPENDENT SCHOOL DISTRICT

Agenda Item Summary

Meeting Date: September 18th, 2019

Purpose: Presentation/Report Recognition Discussion/ Possible Action

Closed/Executive Session Work Session Discussion Only Consent

From: Chad P. Doucet, Director of Purchasing

Item Title: Approval of the contract with Aetna Inc. for the District's Self-Funded Insurance Program

Description:

The District issued RFP 2019-13 for the District's Fully Insured and Self-Funded medical, prescription drug coverage and Stop Loss Coverage. The District retained the services of Gallagher Consulting to assist in analyzing the submitted proposals. The insurance committee met on January 17th, February 14th, March 21st, April 24th, May 16th, 23rd, & 30th, July 18th, 30th, & 31st to review all proposals submitted.

Recommendation:

Administration is recommending the award of RFP 2019-13 to Aetna Inc.

District Goal/Strategy:

Strategy 5 We will promote and ensure a safe and secure learning environment for all students.

Funding Budget Code and Amount:

199-

CFO Approval

APPROVED BY:

SIGNATURE

DATE

Chief Officer:

9/10/19

Superintendent:



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South San Antonio ISD Insurance Committee Meeting



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Benchmark Data

Organization Name	Size	Carrier Name	Medical Funding (Fully Insured or Self Funding)	Deductible Individual (IN)	Deductible Family (IN)	Coinsurance (IN)	Coinsurance (OUT)	OOP In Net Single	OOP IN NetFamily	Out Of Pocket Maximum (OUT) Single	Out Of Pocket Maximum (OUT) Family	Medical Total Cost Per Month - ee	Medical Total Cost Per Month - ef	EE Contribution \$ - ee	EE Contribution \$ - ef
Alamo Heights ISD	2000 - 5000	TRS	TRS	\$2,750	\$5,500	80%	60%	\$6,650	\$13,300	\$13,300	\$26,600	\$367.00	\$1,374.00	\$142.00	\$1,149.00
East Central ISD	1000 - 2000	TRS	TRS	\$2,750	\$5,500	80%	60%	\$6,650	\$13,300	\$13,300	\$26,600	\$367.00	\$1,374.00	\$142.00	\$1,149.00
Edgewood ISD	1000 - 2000	BCBS	Self Funding	\$3,000	\$6,000	60%	0%	\$7,350	\$14,700	N/A	N/A	\$399.00	\$1,118.00	\$49.00	\$768.00
North East ISD	5000 +	BCBS	Self Funding	\$1,600	\$4,800	80%	60%	\$5,600	\$12,800	\$10,600	\$23,800	\$539.00	\$832.00	\$92.00	\$385.00
San Antonio ISD	5000 +	Aetna	Self Funding	\$3,000	\$6,000	80%	0%	\$5,000	\$10,000	\$10,000	\$20,000	\$452.15	\$1,158.36	\$18.00	\$648.07
South San Antonio ISD	1000 - 2000	BCBS	Self Funding	\$5,000	\$10,000	80%	50%	\$6,350	\$12,700	N/A	N/A	\$342.33	\$837.19	\$0.00	\$494.86
Southside ISD	1000-2000	TRS	TRS	\$2,750	\$5,500	80%	60%	\$6,650	\$13,300	\$13,300	\$26,600	\$367.00	\$1,374.00	\$16.00	\$1,023.00
Southwest ISD	1000 - 2000	TRS	TRS	\$2,750	\$5,500	80%	60%	\$6,650	\$13,300	\$13,300	\$26,600	\$367.00	\$1,374.00	\$0.00	\$999.00



Recommendation Option 1

- Aetna at Max & ESI
- \$44.77 Increase to District Contributions
- \$0 EE pay
- Includes Pharmacy Rebates

ITEM	\$
Additional \$ Needed	\$1,076,020
Employee Increase	\$0
Rebates	\$520,000
Additional SSAISD \$	\$556,020



Option 1 Breakdown

Option 1	Employee cost increase \$0.00						District increase \$44.77					
Cost Increase	Enrollment			Employee Rate			District			Total Rates		
	HMO1	PPO 2	PPO3	HMO1	PPO 2	PPO3	HMO1	PPO 2	PPO3	HMO1	PPO 2	PPO3
EE	380	295	99	\$0.00	\$36.97	\$192.68	\$387.10	\$400.66	\$400.66	\$387.10	\$437.63	\$593.34
ES	16	17	4	\$283.64	\$368.36	\$824.01	\$387.10	\$400.66	\$400.66	\$670.74	\$769.02	\$1,224.67
EC	61	106	13	\$212.43	\$271.74	\$714.96	\$387.10	\$400.66	\$400.66	\$599.53	\$672.40	\$1,115.62
EF	11	29	4	\$494.86	\$603.61	\$1,152.31	\$387.10	\$400.66	\$400.66	\$881.96	\$1,004.27	\$1,552.97
Monthly	468	447	120	\$22,940	\$63,477	\$36,275	\$181,163	\$179,095	\$48,079	\$204,103	\$242,572	\$84,354
Total		1035			\$1,472,309			\$4,900,044			\$6,372,353	
District												
Difference					\$0			\$556,043		Total Difference	\$1,076,020	
										Rebates	\$520,000	
										Difference After Rebate	\$556,020	
										Employee Increase	\$0	
										SSAISD Portion	\$556,020	
										PEPM	\$44.77	



Recommendation Option 2

- Aetna at Max & ESI
- \$20 increase for all Employees
- Includes Pharmacy Rebates
- SSISD pays remainder \$24.77 PEPM

ITEM	\$
Additional \$ Needed	\$1,076,020
Employee Increase	\$248,400
Rebates	\$520,000
Additional SSAISD \$	\$307,620



Option 2 Breakdown

Option 2	Employee cost increase \$20.00						District increase \$24.77					
Cost Increase	18.5%											
	Enrollment			Employee Rate			District			Total Rates		
	HMO1	PPO 2	PPO3	HMO1	PPO 2	PPO3	HMO1	PPO 2	PPO3	HMO1	PPO 2	PPO3
EE	380	295	99	\$20.00	\$56.97	\$212.68	\$367.10	\$380.66	\$380.66	\$387.10	\$437.63	\$593.34
ES	16	17	4	\$303.64	\$388.36	\$844.01	\$367.10	\$380.66	\$380.66	\$670.74	\$769.02	\$1,224.67
EC	61	106	13	\$232.43	\$291.74	\$734.96	\$367.10	\$380.66	\$380.66	\$599.53	\$672.40	\$1,115.62
EF	11	29	4	\$514.86	\$623.61	\$1,172.31	\$367.10	\$380.66	\$380.66	\$881.96	\$1,004.27	\$1,552.97
Monthly	468	447	120	\$32,300	\$72,417	\$38,675	\$171,803	\$170,155	\$45,679	\$204,103	\$242,572	\$84,354
Total		1035			\$1,720,709			\$4,651,644			\$6,372,353	
District										Rebates	\$520,000	
										Total Needed	\$6,892,353	
Difference					\$248,400			\$307,643		Total Difference	\$1,076,020	
										Rebates	\$520,000	
										Difference after Rebate	\$556,020	
										Employee Increase	\$248,400	
										SSAISD Portion	\$307,620	
										PEPM	\$24.77	



Recommendation Option 3

- Aetna at Max & ESI
- \$25 monthly increase for all Employees
- Includes Pharmacy Rebates
- SSISD pays remainder \$19.77 PEPM

ITEM	\$
Additional \$ Needed	\$1,076,020
Employee Increase	\$310,500
Rebates	\$520,000
Additional SSAISD \$	\$245,520



Option 3 Breakdown

Option 3			Employee cost increase \$25.00			District increase \$19.77						
Cost Increase	18.5%											
	Enrollment			Employee Rate			District			Total Rates		
	HMO1	PPO 2	PPO3	HMO1	PPO 2	PPO3	HMO1	PPO 2	PPO3	HMO1	PPO 2	PPO3
EE	380	295	99	\$25.00	\$61.97	\$217.68	\$362.10	\$375.66	\$375.66	\$387.10	\$437.63	\$593.34
ES	16	17	4	\$308.64	\$393.36	\$849.01	\$362.10	\$375.66	\$375.66	\$670.74	\$769.02	\$1,224.67
EC	61	106	13	\$237.43	\$296.74	\$739.96	\$362.10	\$375.66	\$375.66	\$599.53	\$672.40	\$1,115.62
EF	11	29	4	\$519.86	\$628.61	\$1,177.31	\$362.10	\$375.66	\$375.66	\$881.96	\$1,004.27	\$1,552.97
Monthly	468	447	120	\$34,640	\$74,652	\$39,275	\$169,463	\$167,920	\$45,079	\$204,103	\$242,572	\$84,354
Total		1035			\$1,782,809			\$4,589,544			\$6,372,353	
District											Rebates	\$520,000
											Total Needed	\$6,892,353
Difference					\$310,500			\$245,543			Total Difference	\$1,076,020
											Rebates	\$520,000
											Difference after Rebate	\$556,020
											Employee Increase	\$310,500
											SSAISD Portion	\$245,520
											PEPM	\$19.77



Recommendation Option 4

- Aetna at Max & ESI
- \$44.77 Increase All Employees Contributions
- Includes Pharmacy Rebates
- SSISD pays \$0

ITEM	\$
Additional \$ Needed	\$1,076,020
Employee Increase	\$556,043
Rebates	\$520,000
Additional SSAISD \$	\$0



Option 4 Breakdown

Option 4				Employee cost increase \$44.77			District increase \$0.00					
Cost Increase	18.5%											
	Enrollment			Employee Rate			District			Total Rates		
	HMO1	PPO 2	PPO3	HMO1	PPO 2	PPO3	HMO1	PPO 2	PPO3	HMO1	PPO 2	PPO3
EE	380	295	99	\$44.77	\$81.74	\$237.45	\$342.33	\$355.89	\$355.89	\$387.10	\$437.63	\$593.34
ES	16	17	4	\$328.41	\$413.13	\$868.78	\$342.33	\$355.89	\$355.89	\$670.74	\$769.02	\$1,224.67
EC	61	106	13	\$257.20	\$316.51	\$759.73	\$342.33	\$355.89	\$355.89	\$599.53	\$672.40	\$1,115.62
EF	11	29	4	\$539.63	\$648.38	\$1,197.08	\$342.33	\$355.89	\$355.89	\$881.96	\$1,004.27	\$1,552.97
Monthly	468	447	120	\$43,892	\$83,490	\$41,647	\$160,210	\$159,083	\$42,707	\$204,103	\$242,572	\$84,354
Total		1035			\$2,028,352			\$4,344,001			\$6,372,353	
District										Rebates	\$520,000	
										Total Needed	\$6,892,353	
Difference					\$556,043			\$0		Total Difference	\$1,076,020	
										Rebates	\$520,000	
										Difference after Rebate	\$556,020	
										Employee Increase	\$556,043	
										SSA ISD Portion	\$0	
										PEPM	\$0.00	



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