



Smith & Associates Consulting

November 30, 2020

Donna Ziriaux
Director of Benefits
PO BOX 3912
Odessa, Texas 79760

Dear Donna,

At the request of Ector County ISD, our office assisted in the preparation of proposals for the Specific & Aggregate Stop Loss Insurance for the district's medical insurance.

The District received three (3) proposals with eleven (11) various options. The three vendors that submitted a proposal were: the incumbent carrier, Sirius American Insurance Company through IAT; HM Life through SA Benefit Services, and Blue Cross Blue Shield. We performed an in-depth review and comparison of the proposals and shared our analysis with the Medical Plan Trustees at their November meeting.

Based on the Trustee's review of the proposals, it was their unanimous recommendation that the District accept the proposal for \$350,000 Specific Deductible with Aggregate coverage issued by the incumbent carrier (Sirius American Insurance Company). This option results in a 3.4% decrease, or approximately \$25,000 per year in premiums.

The projected annual premium for this coverage is approximately \$725,619.

We have attached a copy of the proposal analysis for your review. Please do not hesitate to give us a call with any questions or concerns that you may have.

Sincerely,

Eric D. Smith
Smith & Associates Consulting

cc: Josette Dobbins

Enclosures

**ECTOR COUNTY ISD
STOP LOSS COMPARISON**

	IAT (Sirius America Insurance Company) Option 1	IAT (Sirius America Insurance Company) Option 2	IAT (Sirius America Insurance Company) Option 3	IAT (Sirius America Insurance Company) Option 4
Rating	A	A	A	A
Specific	\$350,000	\$300,000	\$350,000	\$375,000
Contract	24/12	15/12	15/12	15/12
Aggregating Specific Deductible	\$200,000	\$200,000	\$200,000	\$20,000
Renewal Rate Cap (No New Lasers)				
Rate				
EE (1964)	\$12.73	\$15.19	\$12.40	\$11.25
Family (1083)	\$30.16	\$35.70	\$29.38	\$26.95
Composite				
Active at Work	waived with disclosure	waived with disclosure	waived with disclosure	waived with disclosure
Annual Premium - 1 year Specific Lasers	\$691,980	\$821,955	\$674,066	\$615,382
Rate Guarantee				
Aggregate Premium	\$0.92	\$0.92	\$0.92	\$0.92
Annual	\$33,639	\$33,639	\$33,639	\$33,639
Monthly Att. Point				
EE (1964)	\$580.64 / \$1,140,377	\$580.64 / \$1,140,377	\$580.64 / \$1,140,377	\$580.64 / \$1,140,377
Family (1083)	\$1308.05 / \$1,46,618	\$1308.05 / \$1,46,618	\$1308.05 / \$1,46,618	\$1308.05 / \$1,46,618
Annual Att. Point	\$30,683,940	\$30,683,940	\$30,683,940	\$30,683,940
Total Specific and Aggregate Premium	\$725,619	\$855,594	\$707,705	\$649,021

**ECTOR COUNTY ISD
STOP LOSS COMPARISON**

	SA BENEFIT SERVICES (HM LIFE) Option 1	SA BENEFIT SERVICES (HM LIFE) Option 2	SA BENEFIT SERVICES (HM LIFE) Option 3	SA BENEFIT SERVICES (HM LIFE) Option 4
Rating	A	A	A	A
Specific	\$350,000	\$375,000	\$350,000	\$375,000
Contract	15/12	15/12	15/12	15/12
Aggregating Specific Deductible	\$200,000	\$20,000	\$200,000	\$20,000
Renewal Rate Cap (No New Lasers)			Yes - 60%	Yes - 60%
Rate EE Family Composite (3047)	\$18.61	\$16.83	\$19.62	\$17.74
Active at Work	waived with disclosure	waived with disclosure	waived with disclosure	waived with disclosure
Annual Premium - 1 year Specific Lasers	\$680,456	\$615,372	\$717,386	\$648,645
Rate Guarantee				
Aggregate Premium	\$0.92	\$0.93	\$0.92	\$0.93
Annual	\$33,639	\$34,005	\$33,639	\$34,005
Monthly Att. Point	\$818.94 / \$2,495,310.18	\$820.58 / \$2,500,307.26	\$818.94 / \$2,495,310.18	\$820.58 / \$2,500,307.26
Annual Att. Point	\$29,943,722	\$30,003,687	\$29,943,722	\$30,003,687
Total Specific and Aggregate Premium	\$714,095	\$649,377	\$751,025	\$682,650

ECTOR COUNTY ISD
STOP LOSS COMPARISON

	BCBS Option 1	BCBS Option 2	BCBS Option 3
Rating	A	A	A
Specific	\$300,000	\$350,000	\$375,000
Contract	15/12	15/12	15/12
Aggregating Specific Deductible	\$200,000	\$200,000	\$200,000
Renewal Rate Cap (No New Lasers)	Yes	Yes	Yes
Rate EE Family Composite (3047)	\$34.03	\$28.95	\$26.84
Active at Work	waived with disclosure	waived with disclosure	waived with disclosure
Annual Premium - 1 year Specific Lasers	\$1,244,273	\$1,058,528	\$981,378
Rate Guarantee	1 yr	1 yr	1 yr
Aggregate Premium	\$0.53	\$0.53	\$0.53
Annual	\$19,379	\$19,379	\$19,379
Monthly Att. Point	\$879.10/ \$2,678,618	\$886.19 / \$2,700,220.93	\$889.64/ \$2,710,733
Annual Att. Point	\$32,143,412	\$32,402,651	\$32,528,796
Total Specific and Aggregate Premium	\$1,263,652	\$1,077,907	\$1,000,757