



GOVERNING BOARD AGENDA ITEM AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10

DATE OF MEETING: **March 10, 2015**

TITLE: **Award of Contract for Prepaid Dental, Voluntary Vision, Basic Life/Accidental Death and Dismemberment, Voluntary Life/Accidental Death and Dismemberment, Short-Term Disability, Flexible Spending Account, and Pet Insurance Benefits based upon Responses to Request for Proposal (RFP) 14-0007**

BACKGROUND:

Request for Proposal 14-0007 was e-mailed to 105 vendors and published on the District's website. The solicitation asked for proposals for Prepaid Dental, Voluntary Vision, Basic Life/Accidental Death and Dismemberment, Voluntary Life/Accidental Death and Dismemberment, Short-Term Disability, Flexible Spending Account, and Pet Insurance benefits. The vendors could submit a proposal for all categories, a combination of categories, or just one category. The District received three proposals for Prepaid Dental, ten proposals for Voluntary Vision, eleven proposals for Basic Life/Accidental Death and Dismemberment, eleven proposals for Voluntary Life/Accidental Death and Dismemberment, eleven proposals for Short-Term Disability, nine proposals for Flexible Spending Account, and one proposal for Pet Insurance.

Prepaid Dental – Three proposals were received (CIGNA, CSA General Insurance Company, Employers Dental Services). Employers Dental Services (EDS) is the District's current provider and is being recommended for the following reasons:

- Greater network access
- No network disruption for employees/families
- No plan design changes versus the District's current plan
- 5.9% decrease in current prepaid dental rates guaranteed for two years (rate cap of 3.5% in years 3, 4, and 5)

Voluntary Vision – Ten proposals were received (AETNA, CIGNA, CSA General Insurance Company, Davis Vision, EyeMed Vision Care LLC, Lincoln Financial, Nationwide Vision, Standard Insurance Company, Superior Vision, and VSP Vision). EyeMed Vision Care LLC is the District's current provider and is being recommended for the following reasons:

- Greater network access
- No network disruption for employees/families
- No plan design changes versus the District's current plan
- No rate change and rates are guaranteed for 48 months

Basic and Voluntary Life/Accidental Death and Dismemberment – Eleven proposals were received (AETNA, CIGNA, Hartford Life and Accident Insurance Company, Lincoln Financial, MetLife, Minnesota Life, Reliance Standard, Standard Insurance Company, Sun Life Financial, Symetra Life, and Unum). Standard Insurance Company is the District's current provider and is being recommended for the following reasons:

- \$13,000 savings to the District for District paid Life each year for three years of the 36-month rate guarantee (approximately \$39,000 over the three years)
- No plan changes
- No rate change on employee paid Life

Short-Term Disability – Eleven proposals were received (AETNA, CIGNA, Hartford Life and Accident Insurance Company, Lincoln Financial, MetLife, Madison Insurance Company, Reliance Standard, Standard Insurance Company, Sun Life Financial, Symetra Life, and Unum). Hartford Life and Accident Insurance Company is the District's current provider and is being recommended for the following reasons:

- \$35,000 savings to the District for District paid Short-Term Disability each year for two years of the 24-month rate guarantee (approximately \$70,000 over the two years)
- No plan changes

Flexible Spending Account – Nine proposals were received (AETNA, Ameriflex, BASIC, CIGNA, CSA General Insurance Company, Discovery, P & A Group, TASC, and United Health Group). BASIC is the District's current provider and is being recommended for the following reasons:

- \$1,000 savings to the District for District paid Flexible Spending Account fees each year for three years of the 36-month rate guarantee (approximately \$3,000 over the three years)
- No plan changes
- No disruption for employees
- Performance guarantees offered

Pet Insurance – One proposal was received (United Pet Care, LLC). United Pet Care, LLC is the District's current provider and is being recommended for the following reasons:

- No plan changes
- No rate changes
- Rates guaranteed for 24 months
- No disruption for employees

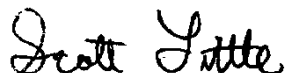
All proposals for all categories were evaluated. Based on this evaluation, the following vendors were the highest scoring proposals in the categories listed:

- Prepaid Dental – Employers Dental Services, Inc.
- Voluntary Vision – EyeMed Vision Care, LLC
- Basic Life/Accidental Death and Dismemberment – Standard Insurance Company
- Voluntary Life/Accidental Death and Dismemberment – Standard Insurance Company
- Short-Term Disability – Hartford Life and Accident Insurance Company
- Flexible Spending Account – BASIC
- Pet Insurance – United Pet Care, LLC

RECOMMENDATION:

It is the recommendation of the Administration that the Governing Board award contracts to the vendors as stated above based on their responses for RFP 14-0007.

INITIATED BY:



Scott Little, Chief Financial Officer

Date: March 2, 2015



Patrick Nelson, Superintendent