



EDEN PRAIRIE SCHOOLS
Inspiring each student every day

April 22, 2024

To: Dr. Josh Swanson, Superintendent
From: Human Resources
Re: 2024-25 Health Insurance Bid
Written Rationale for Choice of Insurance Carrier / Funding Rate

Eden Prairie Public Schools did a Request For Proposal (RFP) for its health insurance plans that began on July 1, 2024. Eden Prairie Public Schools currently has its health insurance with HealthPartners. The RFP process was performed in compliance with MN Statute Section 471.6161. The RFP was advertised, as well as directly sent to several different insurance companies and TPAs who were requested to match the benefits of the district's current health plans for administration of our self-funded plans.

Final Bids were received on Feb 26, 2024 and opened on Feb 27, 2024 and were deemed to be final bids (and thus public data). The district administration reviewed the final bids with its insurance committee on March 13, 2024 and the committee made a recommendation that the Eden Prairie Public Schools accept the bid from HealthPartners for coverage effective July 1, 2024 to be approved by the school board. The bid accepted was chosen based on the rating of the carrier, the experience of the vendor providing full range communication and benefit services, the cost to the District and its employees for the product, and the covered benefits.

The committee also made a recommendation to set the medical plan funding rates at an 8% increase. This is lower than the needed 15.77% increase to keep pace with expected costs. The rationale for the lower increase was due to the projected fund balance to be about \$2.193 million over the target. The committee is aware that future rate increases will be needed to get to a point where the funding is covering the expected costs as the excess fund balance decreases.