



**FOREST LAKE AREA SCHOOLS
FOREST LAKE, MN 55025**

April 4, 2013

AGENDA ITEM: 9.4

**TOPIC: Award Medical and Dental Self-Insured Employee
Group Insurances**

BACKGROUND: Every month, the District Employee Benefits Committee reviews the District's group insurances performance. The Employee Benefits Committee recommended going out for proposals. Minnesota statutes require the District to solicit proposals, at a minimum, every five (5) years. The committee also recommended moving from fully-insured medical (with a 10.4% premium increase) to self-insured medical (with only a 5.0% premium increase) to aid in managing future group insurance premium costs.

PROCESS: The RFP for group insurances was advertised in the Forest Lake Times on January 10. RFP's for both Dental and Medical self-insured group insurances were received. They were reviewed by CHS (Corporate Health Systems), administration, the Employee Benefits Committee, and the Finance Committee. A letter from FLEA was received authorizing the move from fully-insured medical to self-insured medical. A copy of this letter is attached.

Group LTD and Life Insurance will remain with the current carriers. No RFP's were received for Life group insurance. The RFP's for LTD did not meet the current coverage. These plans will need to be rebid in 2016.

RECOMMENDATION: The Administration, Employee Benefits Committee, and Finance Committee recommend that the School Board award the Employee Group Insurance for Self-Insured Medical to PreferredOne and the Self-Insured Dental Group Insurance to Delta Dental.