

# Action Sheet

**MEETING DATE:** February 17, 2021

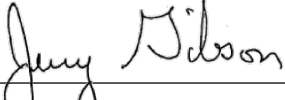
**AGENDA ITEM:** Discuss and consider approval of FBS as Third Party Administrator (TPA) for Section 125 Cafeteria Plan Administration


A Request for Proposals (RFP) was issued in January for Section 125 Cafeteria Plan - Voluntary Benefits Administration. Six proposals were received and scored, and the top four firms were invited to present their proposals to a District committee of five members. The four finalists were: BXS Insurance (the District's current TPA), Employee Benefits Services Group, Financial Benefits Services (FBS), and McGriff Insurance Services. The committee viewed the presentations and tabulated scores based on the qualifications presented. The District recommends FBS as TPA for its Section 125 benefits for the following reasons:

- No fees for administration of Section 125 or online enrollment.
- Online enrollment platform: FBS owns ThebenefitsHUB, an online enrollment platform that other TPA's lease from them for online enrollment.
- Skyward experience: FBS has 100+ ISD's using Skyward imports from The HUB.
- Experience and Expertise: Financial Benefit Services currently serves over 480 Districts and 15 of the 20 ESC's in the State. Their large presence in the insurance industry provides leverage to obtain high quality products with a lower cost for employees and to eliminate all fees charged to the District. Their references were very positive and gave a strong recommendation for FBS.
- Access to Texas School Health Benefits Program – an additional health care plan option for employees of Districts of Innovation.

The RFP requested a term of three years with an option to renew for two 2-year extensions. The District has the right to terminate its agreement with a 45-day written notice for any reason. If approved, FBS will take over enrollment and benefits for the 2021 – 2022 school year.

**RECOMMENDATION:** **I move that the board approve FBS as the District's Third Party Administrator for Section 125 plan administration, as presented.**

  
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Dr. Jerry Gibson  
Superintendent

  
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Connie Morgenroth  
Assistant Superintendent of Business & Operations