



SOUTH SAN ANTONIO INDEPENDENT SCHOOL DISTRICT

Agenda Item Summary

Meeting Date: August 19, 2021

Agenda Section: Discussion/ Possible Action

Agenda Item Title: Approve 2021-2022 Self Insured Health Plan Premium Structure

From: Tony Kingman, Chief Financial Officer

Additional Presenters if Applicable:

Description: The District utilizes a Self-Insured Health Plan that requires a third party provider to administer the claims process. There were six respondents to the RFP for Health Plan Administration. The range for administrative fees based on the six proposal is from \$19.57 to \$47.55 per enrolled employee.

Historical Data: For the 2020-21 Health Plan Year, the District designated Aetna to administer its claims. The District will change its Health Care provider starting November 1, 2021. 2021-22 Health Plan Year would be year one of this contract.

Recommendation: Approval of Cigna as the administrator of the District's Self Insured Health Plan.

Funding Budget Code and Amount:

2021-22 Premium Structure Worksheet

		11/1/2021 11/1/2022	11/1/2019 11/1/2020	11/1/2020 11/1/2021			11/1/2021 11/1/2022			11/1/2021 11/1/2022		
							<u>Fund to Expected</u>			<u>Fund to Maximum</u>		
							11%			80%		
Buy-Up Plan	Participants	District Contribution	Prior Year	Employee Contribution	\$ Increase	% Increase	Employee Contribution	\$ Increase	% Increase	Employee Contribution	\$ Increase	% Increase
Employee	55	\$402	\$193	\$240	\$47	24%	\$266	\$26	11%	\$432	\$192	80%
Employee/Spouse	2	\$402	\$824	\$1,124	\$300	36%	\$1,248	\$124	11%	\$2,023	\$899	80%
Employee/Children	9	\$402	\$715	\$985	\$270	38%	\$1,093	\$108	11%	\$1,773	\$788	80%
Employee/Family	2	\$402	\$1,152	\$1,562	\$410	36%	\$1,734	\$172	11%	\$2,812	\$1,250	80%
	68	\$27,336		\$27,437			\$30,455			\$49,387		
Mid Plan		District Cont.	Prior Year	Employee Cont.								
Employee	318	\$402	\$37	\$65	\$28	76%	\$72	\$7	11%	\$117	\$52	80%
Employee/Spouse	16	\$402	\$368	\$430	\$62	17%	\$477	\$47	11%	\$774	\$344	80%
Employee/Children	125	\$402	\$272	\$335	\$63	23%	\$372	\$37	11%	\$603	\$268	80%
Employee/Family	30	\$402	\$604	\$735	\$131	22%	\$816	\$81	11%	\$1,323	\$588	80%
	489	\$196,578		\$91,475			\$101,537			\$164,655		
Base Plan		District Cont.	Prior Year	Employee Cont.								
Employee	409	\$402	\$0	\$0	\$0		\$0	\$0	0%	\$0	\$0	0%
Employee/Spouse	22	\$402	\$284	\$284	\$0	0%	\$315	\$31	11%	\$511	\$227	80%
Employee/Children	64	\$402	\$212	\$212	\$0	0%	\$235	\$23	11%	\$382	\$170	80%
Employee/Family	18	\$402	\$495	\$495	\$0	0%	\$549	\$54	11%	\$891	\$396	80%
	513	\$206,226		\$28,726			\$31,886			\$51,707		
	1,070	\$5,161,680		\$1,771,656			\$1,966,538			\$3,188,981		
				\$6,933,336			\$7,128,218			\$8,350,661		