

# Executive Summary

## Overall:

- Competitive process to enhance benefits, reduce costs to employees, consolidate and ease administrative burden, and mitigate health insurance increases.
- 28 Initial Respondents, 15 Selected for Best and Final Offers
  - BAFO process utilized to
    - further drive competition around rates, program enhancements, rate caps, and renewal guarantees
    - enforce transparency in costs
    - achieve “apples to apples” comparisons
- Narrowed down to 3 carriers for finalist interviews
  - Finalist interviews are geared toward culture, service, and discussion of features that may improve employee experience

## Medical:

- Includes evaluation of both self-funded and fully insured options.
- The analysis evaluates total cost, network access or disruption, additional plan designs, and overall fitness to support the District (solvency, experience with ISDs, etc).

## Self-funded:

- Evaluation of administrative fees, network access fees, stop loss, pharmacy, and projected expenses.
- Forensic analysis of contracts and carrier fees (identification of hidden fees).

## Fully Insured:

- Heavily used to put competitive pressure on incumbent carrier, who frequently releases high renewals
- Analysis details listed under “Medical” above.

## Other Lines:

- Gallagher is carrier agnostic which broadens the organizations we can work with for other benefit lines
- This type of competitive RFP typically yields cost savings or plan enhancements for employees, and in many cases *both enhancements and cost savings*.

## Additional Considerations:

- We are also evaluating the relative benefits of “bundling” for cost savings and administrative ease versus simply selecting lowest cost per benefit.