**Meeting Date:** June 26, 2019

**Agenda Session:**
- Work Session (Bids, former F&F items, etc.)
- Regular, Preliminary Items (System Recognitions)
- Regular, Action/Consent
- Board Items
- Public Hearing

**Title (Subject):** RFP 19MISC11, Stop Loss Insurance

**Access:** Public

**Type:**
- Business Item
- Policy Item
- Strategic Plan Item
- System Recognition
- Action (e.g., bids, action/consent items)
- Consent (e.g., staffing, policies, grants over $25k)
- Information (e.g., grants under $25k)
- Discussion
- Minutes
- Report
- Special Agenda Type
- Procedure

**Aspirational Goals:**
- 1-Student Achievement
- 2-Effective and Engaged Staff
- 3-Resource Allocation
- 4-Family and Community Involvement
- 5-Health and Safety

**Recommended Action:** Board approval of RFP 19MISC11, Stop Loss Insurance

**Backup Documents:**
- YES
- NO

Immediately following receipt of an email confirmation that this item has been approved by the Superintendent, the person posting this item to BoardDocs is responsible for emailing the approved PPT to jeremy.eccard@fcps.org and kelly.gordon@fcps.org.

**PURPOSE OF PRESENTATION:**
Staff has reviewed the attached contract and recommends approval by the Board of Education of Frederick County.

**BACKGROUND/SUMMARY:**
This recommendation is to establish a contract to provide stop loss insurance (referred to as Excess Risk Insurance) to pay eligible medical claims that exceed a “cap” for current employees and retirees (under the age of 65).

**PRESENTER(S) & TITLE(S):**
Kim Miskell, CSBO, Assistant Purchasing Manager
Donna Clabaugh, Senior Manager Benefits and Wellness, Human Resources

**SUBMITTED BY:**
Stephen P. Starmer, C.P.M., CSBA, Purchasing Manager
Leslie R. Pellegrino, Chief Financial Officer
RFP 19MISC11
STOP LOSS INSURANCE

FACT SHEET

A. Overview: This recommendation is to establish a contract for providing stop loss insurance for current employees and retirees (under the age of 65) of Frederick County Public Schools (FCPS). Proposals were received on May 30, 2019.

1. Proposal participation:
   - 26 proposals downloaded
   - 3 companies submitted proposals

2. Proposals were received from:
   - CareFirst of Maryland, Inc. (Baltimore, MD)
   - ReliaStar Life Insurance Company (Minneapolis, MN)
   - Symetra Life Insurance Company (Bellevue, WA)

3. Other Facts:
   - The contract term will be effective from July 1, 2019 through June 30, 2020, with three additional one-year renewal options available.
   - This contract will provide stop loss insurance (referred to as excess risk insurance) to pay eligible medical claims which exceed $525,000. This means any individual medical claim in excess of $525,000 is reimbursed by the stop loss insurance company, to the Board’s self-insurance medical plan.
   - FCPS utilized the services of our employee benefit-consulting firm, Trion, to assist with the preparation of bid specifications and the evaluation of the received proposals.
   - Plan design enhancements include: 12/24 contract basis; unlimited annual maximum reimbursement and coverage for prescription drugs.
   - This recommendation has been reviewed and approved by the Insurance Council, which consists of members from FCPS, Frederick County Teachers Association (FCTA), Frederick Association of School Support Employees (FASSE) and Frederick County Administrative and Supervisory Association (FCASA).
   - The contract will be administered by Donna Clabaugh, Senior Manager Benefits and Wellness, Human Resources.

4. Source of Funding: Funding for the recommended stop loss insurance is through the Board’s self-insurance fund, which will continue to be funded by the Board of Education and employee/retiree contributions.

B. Recommendation: Staff recommends that RFP 19MISC11, Stop Loss Insurance, be awarded to CareFirst of Maryland, Inc. of Baltimore, MD, at the rates indicated on the attached Summary of Award.

C. Action taken by the Board (Purchasing use only):

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<th>Approved</th>
<th>Denied</th>
<th>Deferred</th>
<th>Other</th>
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<td>6.26.19</td>
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KM/ab: 06.26.19 BOE Meeting: 06.26.19
## RFP 19MISC11, STOP LOSS INSURANCE
### BID TABULATION

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<th>CareFirst</th>
<th>Symetra</th>
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