



BoardDocs Cover Page

(Due to final Cabinet-level approval on Monday at noon, 2+ weeks prior to BOE meeting date)

Meeting Date:	June 23, 2021	
Agenda Session: (Category)	<input type="checkbox"/> Work Session (Bids, former F&F items, etc.) <input type="checkbox"/> Closed <input type="checkbox"/> Regular, Preliminary Items (System Recognitions)	<input type="checkbox"/> Regular, Action/Consent <input type="checkbox"/> Board Items <input type="checkbox"/> Public Hearing
Title (Subject):	RFP 18MISC6, Medical and Vision Insurance Benefits (Renewal)	
Access:	<input type="checkbox"/> Private <input checked="" type="checkbox"/> Public	
Type:	<input type="checkbox"/> Business Item <input type="checkbox"/> Policy Item <input type="checkbox"/> Strategic Plan Item <input type="checkbox"/> System Recognition <input checked="" type="checkbox"/> Action (e.g., bids, action/consent items) <input type="checkbox"/> Consent (e.g., staffing, policies, grants over \$25k)	<input type="checkbox"/> Information (e.g., grants under \$25k) <input type="checkbox"/> Discussion <input type="checkbox"/> Minutes <input type="checkbox"/> Report <input type="checkbox"/> Special Agenda Type <input type="checkbox"/> Procedure
Aspirational Goals: (May select multiple)	<input type="checkbox"/> 1-Student Achievement <input type="checkbox"/> 2-Effective and Engaged Staff <input checked="" type="checkbox"/> 3-Resource Allocation	<input type="checkbox"/> 4-Family and Community Involvement <input type="checkbox"/> 5-Health and Safety
Recommended Action:	Board Approval of contract renewal -RFP 18MISC6, Medical and Vision Insurance Benefits	
Backup Documents:	<input type="checkbox"/> YES <input type="checkbox"/> NO If yes, how many? _____ Is one a PowerPoint (PPT): <input type="checkbox"/> YES <input type="checkbox"/> NO	Submitted: <input type="checkbox"/> Herewith <input type="checkbox"/> Later <input type="checkbox"/> Both Comment: _____
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, amelia.ross@fcps.org, jeremiah.johnson@fcps.org and daryl.boffman@fcps.org.		

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

BACKGROUND/SUMMARY: This recommendation is to renew the contract for providing medical and vision benefits to active and retired employees of Frederick County Public Schools and their dependents.

PRESENTER(S) & TITLE(S):

Kim Miskell, CSBO, Assistant Purchasing Manager
 Donna Clabaugh, Senior Manager Benefits and Wellness, Human Resources

SUBMITTED BY:

Leslie R. Pellegrino, Chief Financial Officer

RFP 18MISC6
MEDICAL AND VISION INSURANCE BENEFITS
(RENEWAL)

FACT SHEET

A. **Overview:** This recommendation is to renew the contract for providing medical and vision benefits for active and retired employees of Frederick County Public Schools (FCPS) and their dependents.

1. Other facts:

- The contract renewal term will be effective from July 1, 2021 through June 30, 2023, with one additional two-year renewal option available.
- FCPS utilized the services of our employee benefit-consulting firm, Trion, to assist with the market analysis, it was determined that this renewal is competitive for current market conditions and is in the best interest of FCPS to renew.
- The current administrative rate will increase by 4.8% to \$39.27 due to a base contract escalation for medical and vision of 3% and 2.1%, respectively. In addition, a new service was added to the plan for an overall administrative increase of 4.8% over prior fiscal plan year.
- Approximately \$55,306,936 has been expended through March 31, 2021 for claims and administration fees.
- 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)
- This contract will be administered by Donna Clabaugh, Senior Manager, Employee Benefits and Wellness.

2. Source of funding: Funding is provided by 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 the contract for RFP 18MISC6, Medical and Vision Insurance Benefits, be renewed to CareFirst, Inc. (Owings Mills, MD), with an approximate annual cost of \$77,135,438 for claims and administration as follows:

Active Employees:	\$ 64,838,098
Retirees:	\$ <u>12,297,340</u>
	\$ 77,135,438

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

KM/mg	Approved	_____	Denied	_____	Deferred	_____	Other	_____	KM/mg
6.23.21	Date	_____	Date	_____	Date	_____	Date	_____	BOE Mtg.: 06.23.21