HUB

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City of League City
RFP Summary Report:
Life and AD&D
Disability
Vision

August 1, 2019

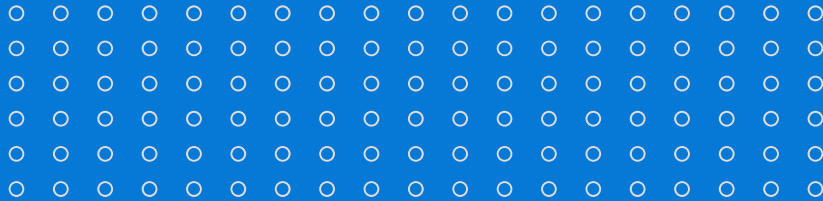Brent Weegar, MBA – Senior Vice President

Julian Fontana – Employee Benefits Specialist

Brett Bowers – Account Executive

Agenda

1 | RFP Overview

2 | Vendor Response List

3 | Life and AD&D, Long Term and Short Term Disability

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RFP Overview

Overview

This presentation summarizes the results of an RFP conducted by HUB International on behalf of the City of League City to assess vendors to administer the following benefits effective October 1, 2019:

- Group Life and AD&D, Voluntary Life and AD&D
- Group Long Term Disability and Voluntary Short Term Disability
- Vision

The RFP was conducted with the following objectives in mind:

- Aligns with the City of League City's objectives and is supported by management and Council;
- Demonstrated superior member service and claims processing;
- Ability to proactively meet the City of League City's service needs;
- Willingness, experience and capability to effectively administer the programs;
- Support during the implementation process;
- Options to manage costs.

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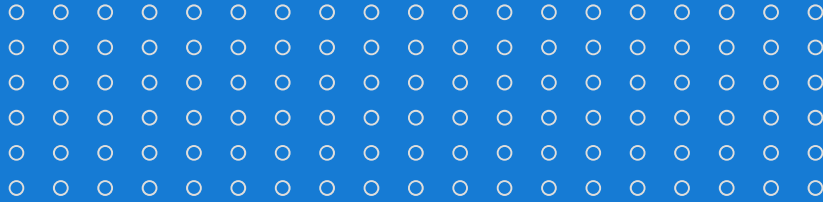
Vendor Response List

RFP Vendor Response List
Life and AD&D and Voluntary Life and AD&D

Life and AD&D	RESPONDED / DECLINED / DQ	FINALIST
Mutual of Omaha (Incumbent)	Responded	Yes
Cigna	Responded	No
Dearborn National	Responded	No
MetLife	Responded	No
Ochs/Minnesota Life	Responded	Yes
The Standard	Declined	No

RFP Vendor Response List
Long Term Disability and Voluntary Short Term Disability

Disability Provider	RESPONDED / DECLINED / DQ	FINALIST
Mutual of Omaha (Incumbent)	Responded	Yes
Cigna	Responded	No
Dearborn National	Responded	No
MetLife	Responded	No
Ochs/Minnesota Life	Responded	Yes
The Standard	Declined	No

RFP Vendor Response List
Vision

Vision Carrier	RESPONDED / DECLINED / DQ	FINALIST
Davis Vision (Incumbent)	Responded	Yes
Aetna	Responded	Yes
Dearborn	Responded	No
MetLife	Responded	No
Mutual of Omaha	Responded	No

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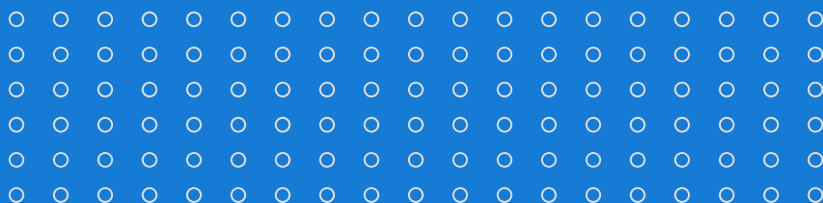
Combined Financial Analysis Life and AD&D and Disability

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Combined Financial Analysis

Plan of Benefits	Mutual of Omaha Current	Mutual of Omaha Proposed	Ochs Proposed	Dearborn Proposed	MetLife Proposed	Cigna Proposed
Life and AD&D	$39,407	$39,407	$50,666	$39,407	$71,495	$73,184
Vol. Life and AD&D	$58,479	$58,479	$59,899	not provided	not provided	not provided
Long Term Disability	$52,934	$52,934	$44,814	$89,628	$70,680	$87,222
Vol. Short Term Disability	$86,460	$86,460	$92,235	not provided	not provided	not provided
Total Annual Premium	$237,280	$237,280	$247,614	n/a	n/a	n/a
$ change	n/a	$0	$10,333	n/a	n/a	n/a
% change	n/a	0.00%	4.35%	n/a	n/a	n/a
Effective Date	10/1/2016	10/1/2019	10/1/2019	10/1/2019	10/1/2019	10/1/2019
Rate Guarantee	n/a	3 years	3 years	3 years	3 years	3 years

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Vision Plan Analysis

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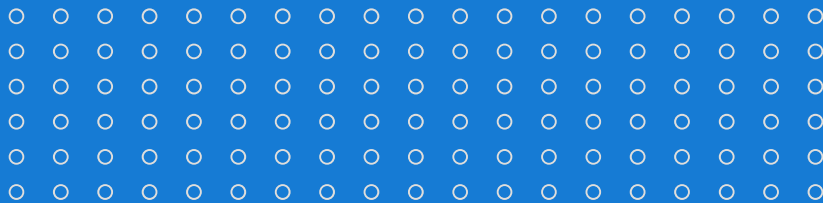
Vision Plan Financial Analysis

FINANCIALS		Davis Vision	Davis Vision	Aetna
		Current	Proposed	Proposed
Employee Only	254	$3.79	$4.80	$4.69
Employee & Spouse	39	$7.67	$9.71	$8.91
Employee & Child(ren)	77	$8.09	$10.24	$9.37
Employee & Family	107	$12.15	$15.38	$13.78
Monthly Premium		$3,185	$4,032	$3,735
Annual Premium		$38,217	$48,384	$44,816
$ Change from Current		n/a	$10,167	$6,599
% Change from Current		n/a	26.60%	17.27%

Aetna plan design was not comparable to Davis Vision current offer

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2019 - 2020 Benefit Recommendations

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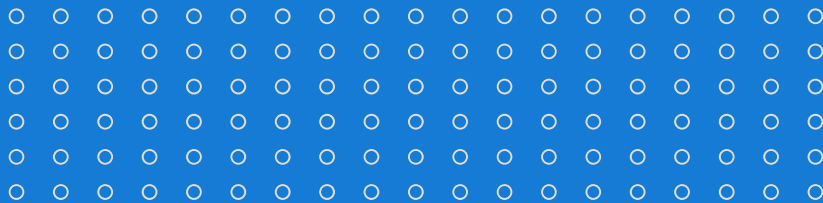
2019 – 2020 Benefit Recommendations

<u>Life and AD&D, Long Term Disability, Short Term Disability</u>
Renewing the Group Life and AD&D, Voluntary Life and AD&D, Long Term Disability and Voluntary Short Term Disability with Mutual of Omaha is recommended.

Mutual of Omaha's proposal includes a 3-year rate guarantee on all lines of coverage.

<u>Vision</u>
Renewing the Vision plan with Davis Vision is recommended.

Davis Vision's proposal includes a 4-year rate guarantee.

Thank you.