

ADMINISTRATIVE REPORT

DATE: October 24, 2024
TOPIC: 7.3 – Health Insurance
PRESENTER: Kris Blackburn, Director of Business Services
REFERENCE TO POLICY/STATUTE: Policy 701

A. PURPOSE OF REPORT

- a. Per MN Statute 471.6161, Public Employers must market their medical insurance every two years. South Washington County Schools was required to market this benefit for January 1, 2025. The district released the request for proposal to BlueCross BlueShield of MN, HealthPartners, Medica, Minnesota Public Employee Insurance Program (PEIP), and United Healthcare (UHC).
- b. In addition, district administration also evaluated the possibility of moving to a self-funded platform for 2025. Based on the analytics and expected rate projections compared to fully-insured premiums, it was determined that staying fully-insured was the more fiscally prudent approach for 2025. District administration will evaluate again during the next market cycle.
- c. After review of the financial impact of the proposals, healthcare cost containment efforts, value added benefits, network and pharmacy access and disruption along with overall premium cost savings, district administration and the Benefit Committee is recommending the district enter into a two-year fully-insured contract with HealthPartners, beginning January 1, 2025, and ending December 31, 2026.

B. RECOMMENDATION

- a. Administration recommends acceptance of the HealthPartners proposal and entering into a two-year contract with HealthPartners.

C. CONNECTION TO STRATEGIC PRIORITY

- a. Operations, Staffing, and Finance

