



**GOVERNING BOARD AGENDA ITEM  
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10**

---

**DATE OF MEETING:**        **February 25, 2020**

**TITLE:**        **Award of Contract for Voluntary Vision, Basic Life Accidental Death and Dismemberment (AD&D), Voluntary Life Accidental Death Dismemberment (AD&D), Short Term Disability, Flexible Spending Account (FSA), and Pet Insurance Based Upon Responses to Request for Proposal (RFP) 01-09-2020**

---

**BACKGROUND:**

Request for Proposal 01-09-2020 was e-mailed to eighteen vendors and published on the District's website. The solicitation asked for proposals in the benefits categories of Voluntary Vision, Basic Life AD&D, Voluntary Life AD&D, Short Term Disability, FSA, and Pet Insurance; the vendors could submit a proposal for all categories, a combination of categories, or just one category.

Six responsive proposals were received for Voluntary Vision; three responsive proposals were received for Basic Life AD&D and Voluntary Life AD&D; four responsive proposals were received for Short Term Disability; five responsive proposals were received for FSA; and two responsive proposals were received for Pet Insurance. All proposals for all categories were evaluated by the evaluation team based on the evaluation criteria in the RFP document. The following is supplemental information for each category:

**Voluntary Vision**

Six proposals were received (AVESIS, Eye Med, Metlife, Standard Insurance, Superior, Vision Service Plan). Eye Med is the current Provider. New vendor AVESIS is being recommended for the following reasons:

- Rate decrease of more than 14% below 7/1/2019 rates.
- Anticipated employee savings of \$14,620 annually in rates.
- Increase of coverage amount for standard frames and contact lenses.
- Network coverage includes: Costco, JCPenny, Pearle Vision, Sam's Club, Target, Walmart, and more.

**Basic and Voluntary Life/AD&D**

Three proposals were received (Hartford, Minnesota Life, Standard Insurance). New vendor, Minnesota Life, is being recommended for the following reasons:

- Rate decrease of more than 23% below 7/1/19 rates.
- Anticipated District yearly savings of \$10, 309.
- Three-year rate guarantee.
- Increased supplemental life maximum for employees (up to \$750,000).
- Newly offered supplemental life for spouse and/or child.

**Flexible Spending Account Administration**

Five proposals were received (ASI-Flex, BASIC, Sterling Health, Total Admin Services, Wage Works). Current vendor, BASIC, is being recommended for the following reasons:

- No network disruption, employees can continue to use current FSA debit cards.
- No change from current rates.
- Three-year rate guarantee.

- FSA debit card able to be swiped for dependent care providers.
- Inclusive rate – no additional yearly or per project charges.

**Pet Insurance**

Two proposals were received (Pet Benefit Solutions, United Pet Care). Current vendor, United Pet Care is being recommended for the following reasons:

- No change from current program in place.
- No change in current veterinarian network (which is expanding this year).
- Ease of program design.

**Short-Term Disability**

Four proposals were received (The Hartford, Met Life, Standard Insurance, Madison). Current vendor, The Hartford, is being recommended for the following reasons:

- No change from current program in place.
- Rate decrease of more than 16% below 7/1/19 rates.
- Anticipated District yearly savings of \$20,000.
- Demonstrated excellent service with District liaison.
- Policy inclusive of pre-existing conditions.

The following vendors had the highest scoring proposals in the respective categories:

- Voluntary Vision – AVESIS Third Party Administrators
- Basic Life AD&D and Voluntary Life AD&D – Minnesota Life Insurance Company
- Short Term Disability – Hartford Life and Accident Insurance Company
- FSA – BASIC Benefits, LLC
- Pet Insurance – United Pet Care

---

**RECOMMENDATION:**

It is the recommendation of the Administration that the Governing Board award contracts to the following vendors based on their proposal responses to RFP 01-09-2020:

- Voluntary Vision – AVESIS Third Party Administrators
- Basic Life AD&D and Voluntary Life AD&D – Minnesota Life Insurance Company
- Short Term Disability – Hartford Life and Accident Insurance Company
- FSA – BASIC Benefits, LLC
- Pet Insurance – United Pet Care

---

**INITIATED BY:**

*Scott Little*

Scott Little, Chief Financial Officer

Date: February 17, 2020

*Todd A. Jaeger*

Todd A. Jaeger, J.D., Superintendent