



USE OF RFP TO SELECT HEALTH CARE
PLAN FOR BOTH FULLY INSURED AND
SELF-INSURED OPTIONS.

Healthcare Plan Background

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- The City of Killeen provides medical and dental insurance, Scott and White Health Plan and MetLife, respectively, for each employee so that each has access to health care.
- In FY '18, the City continued to pay 100% of the medical and dental care premiums, base plan only, for all eligible employees.
- Medical and dental insurance benefits are reviewed annually. SWHP and MetLife offered the City a rate pass for FY '18.
- The City currently has a fully-funded healthcare plan with SWHP.

Alternatives Considered

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Before a purchase method, other than competitive sealed bidding, is used, the governing body must determine that the alternative process will provide the best value for the city.

- ❑ Keep the current health care plan with Scott and White and dental plan with MetLife.
- ❑ Request for Proposal (RFP) process.
 - ▣ The RFP process will allow healthcare providers to propose the most cost effective healthcare for the City and its employees.
 - ▣ The RFP process will allow healthcare providers to submit proposals on both fully insured and self-funded healthcare plan options in determining the best value.
 - ▣ It will allow staff to evaluate healthcare plan, qualifications, experience, references, and timeline to determine the best value.
 - ▣ After selection of a healthcare plan, staff will negotiate the services and fees with the selected healthcare provider and then submit the contract to City Council for approval.

Healthcare Plan RFP Recommendation

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- Staff recommends that City Council determine that the RFP process will provide the best value to the City for the review of healthcare plans and authorize staff to proceed with issuing the RFP process for both fully insured and self-insured options.