



# Agenda Report

2725 Judge Fran Jamieson  
Way  
Viera, FL 32940

## Consent

F.13.

12/5/2023

### Subject:

Group Health Insurance Stop Loss (Excess Insurance) placement CY2024

### Fiscal Impact:

Selection of the recommended carrier option will result in a 3% premium increase to \$7.56 Per Member Per Month (a projected 2024 cost of \$323,000 based on current group health plan enrollment). The specific deductible will remain \$1,000,000 per individual with potential for additional claims cost towards the aggregating deductible which is increased to \$312,000 and only applies if claims exceed the \$1,000,000 specific deductible. The Plan's maximum premium + aggregating deductible exposure for this renewal period is projected at \$635,000 for 2024. This is a potential overall 35% increase from \$469,000 for premium + aggregating deductible in 2023.

### Dept/Office:

Human Resources / Employee Benefits

### Requested Action:

That the Board of County Commissioners approve the renewal of Stop Loss Insurance with Symetra Financial for the self-insured group health insurance program and authorize the Human Resources Director to execute all documents necessary to bind this coverage effective 1/1/2024.

### Summary Explanation and Background:

Stop Loss coverage for a self-funded health plan provides a limit of financial exposure for the benefit plan when any individual member incurs a catastrophic claim. After successfully self-funding this exposure for several years, change in federal law through the Affordable Care Act (ACA) changed the financial landscape for employer's coverage on catastrophic claims effective January 1, 2014 the County began purchasing Stop Loss coverage with a high deductible through Symetra Financial. Stop Loss contracts are renewed each year.

The Office of Human Resources, along with the County's Benefits Consultants RobinsonBush, had requested 2024 renewal options from multiple Stop-Loss Insurance Carriers and received the following responses:

- Lincoln National - declined to quote due to non-competitive rates
- Sun Life - Proposal submitted
- Symetra (incumbent carrier)- Proposal submitted
- Voya - Proposal submitted

The following summarizes the quotes received:

Subscriber Count:	3,558	Symetra		Voya	Sun Life
	Current	Option 1	Option 2		
Specific Deductible	\$1,000,000	\$1,000,000	\$1,000,000	\$1,000,000	\$1,000,000
Laser #1	\$2,750,000	N/A	N/A	N/A	N/A
Coverages	Medical Only	Medical Only	Medical Only	Medical Only	Medical Only
Contract Basis	PAID	PAID	PAID	24/12	24/12
Reimbursement	100%	100%	100%	100%	100%
Maximum Reimb	Unlimited	Unlimited	Unlimited	Unlimited	Unlimited
Premium PEPM	\$7.33	\$11.22	\$7.56	\$14.39	\$11.53
Annual Premium	\$312,962	\$479,049	\$322,782	\$614,395	\$492,285
\$ Premium Increase	\$0	\$166,087	\$9,820	\$301,434	\$179,323
% Premium Increase	\$0	53%	3%	96%	57%
Aggregating Ded	\$155,900	\$155,900	\$312,000	\$0	\$155,900
Total with Agg Ded	\$468,862	\$634,949	\$634,782	\$614,395	\$648,185
		35%	35%	31%	38%

The recommended proposed renewal contract is based on claims incurred any time prior to December 31, 2024 and paid January 1, 2024 through December 31, 2024 (Paid basis). This is advantageous to the county in that the contract basis allows eligible claims incurred at any time prior to December 31, 2024 to be counted toward the Stop Loss deductible for claims paid in 2024 for any individual member ("run-in" claims). RobinsonBush Consulting, the County's Benefit Consultant, and the office of Human Resources/Employee Benefits recommend the 2024 renewal Option #2 proposal as submitted by Symetra. This option provides the Self-Insured Group Health Plan with the lowest fixed costs (\$322,782 annual premium) against the possibility of additional claim costs of up to \$312,000 (the aggregating deductible) only if the Group Health Plan experiences significant high dollar claims. This premium/deductible option has historically been advantageous to the Group Health Plan.

## Clerk to the Board Instructions:



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Kimberly.Powell@brevardclerk.us

**January 9, 2024**

**MEMORANDUM**

**TO:** Jerry Visco, Human Resources Director

**RE:** Item F.13., Group Health Insurance Stop Loss (Excess Insurance) Placement CY2024

**This is to correct the memorandum of December 6, 2023.** The Board of County Commissioners, in regular session on December 5, 2023, authorized the renewal of Stop Loss Insurance with Symetra Financial for the self-insured group health insurance program; and authorized **you** to execute all documents necessary to bind this coverage effective January 1, 2024.

Your continued cooperation is always appreciated.

Sincerely,

BOARD OF COUNTY COMMISSIONERS

RACHEL M. SADOFF, CLERK

Kimberly Powell, Clerk to the Board

/dm

cc: Finance  
Budget



December 6, 2023

**M E M O R A N D U M**

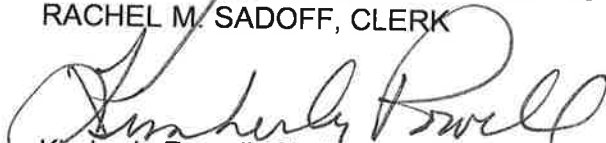
**TO:** Jerry Visco, Human Resources Director

**RE:** Item F.13., Group Health Insurance Stop Loss (Excess Insurance) placement CY2024

The Board of County Commissioners, in regular session on Decemeber 5, 2023, authorized the renewal of Stop Loss Insurance with Symetra Financial for the self-insured groug health insurance program; and authorize to execute all documents necessary to bind this coverage effective January 1, 2024.

Your continued cooperation is always appreciated.

Sincerely,  
BOARD OF COUNTY COMMISSIONERS  
RACHEL M. SADOFF, CLERK



Kimberly Powell, Clerk to the Board

/dm

cc: Finance  
Budget