


October 26, 2018

**TO:** David Billingsley, Chief Procurement Officer  
Procurement and Contracts

**FROM:** Jessica Mason, Health Services Financial Manager   
Human Resources

**SUBJECT:** 2019 Stop Loss Insurance Renewal

I am requesting Council approval to extend the current contract with Symetra for Stop Loss Insurance coverage for one (1) additional year (Plan Year 2019) in the estimated premium amount of \$377,000. The following terms have been negotiated with Symetra Life Insurance Company for Plan Year 2019:

- No Increase to the current premium of \$6.35 per subscriber per month.
- No increase to the Specific Deductible per Individual of \$600,000.
- Increase of \$52,810 to the Individual Advantage Deductible (\$281,490 increases to \$334,300). This deductible only applies if individual health plan participants incur claims over the specific deductible of \$600,000.
- A separate individual specific deductible of \$1,600,000 remains for an existing claimant with projected annual claims of \$1,920,000. This separate deductible is in lieu of the \$1 million premium increase that would be required to cover this individual at the \$600,000 specific deductible level.
- RobinsonBush, the City's Benefits Consultant, has advised that based on our claims experience, this renewal is the most competitive we will receive based on their experience in the market.

All other terms of the current Symetra Life Insurance contract for Stop Loss Insurance for the City's self-funded employee health care plan will remain unchanged.

Please let me know if you have any questions.