

AGENDA ITEM REPORT

DATE: December 2, 2025
DEPARTMENT: Human Resources
REQUESTER: Dominick Boyd
TITLE: Award Contract for Medical Stop Loss Insurance Policy

I. MOTION REQUESTED

- A. Award Request for Proposal No. RFP250254JLO, Employee Benefits – Medical Stop-Loss Insurance Policy to Aetna Life Insurance Company for the medical stop loss insurance, on an as needed basis, for an initial term of one year, as approved in the departments' annual adopted budget.
- B. Authorize staff to negotiate Contract/Agreement with selected firm, Aetna Life Insurance Company, to provide Medical Stop Loss Policy.
- C. Authorize the Chair to execute the contract documents upon approval of the negotiated agreements by Administration, County Attorney, and Human Resources Director or acting representative.

II. ITEM SUMMARY

Awards a contract to Aetna Life Insurance Company for Medical Stop Loss coverage. Aetna Life Insurance Company submitted the only proposal to the Request for Proposal and was found to be a responsive and responsible bidder. The contract provides Medical Stop Loss coverage for Lee County and its participating entities beginning January 1, 2026. The initial contract is for one year, with three one-year renewal options. The submitted proposal is \$3,455,307 annually or \$66.87 per employee per month.

III. BACKGROUND AND IMPLICATIONS OF ACTION

On the established deadline of October 22, 2025, for Request for Proposal No. RFP250254JLO, a single proposal was received. The single proposal submitted by Aetna Life Insurance Company was considered by the Evaluation Committee on November 6, 2025. On the basis of the information submitted by the firm in their proposal, the Committee unanimously voted to enter into negotiations with Aetna Life Insurance Company. The initial contract agreement term will be for one year, beginning January 1, 2026, with three one-year renewal options upon mutual agreement by both parties.

The anticipated annual cost increase for the new contract is \$604,046 or a premium increase of 21.2%. The current contract is employer paid at \$55.18 per employee per month. The submitted proposal is \$3,455,307 annually or \$66.87 per employee per month.

Stop Loss Insurance provides protection for the County's self-funded employee benefit plan against catastrophic or unpredictable losses. Aetna assumes liability for losses arising from medical events with an individual stop loss limit of \$475,000.

IV. FINANCIAL INFORMATION

Current Year Dollar Amount: \$3,455,307
Included in the Current Budget?: Yes
Fund: Self Insurance Health Fund
Comments:

Is this a revenue or expense item? Expense

Is this Discretionary or Mandatory? Discretionary

Will this item impact future budgets?

Program:

Project:

Account Strings: GC5133757602.503190

Fund Type? Self Insurance Health Fund

V. RECOMMENDATION

Approve

ATTACHMENTS:

Combined Agreement RFP250254JLO

REVIEWERS:

Samantha Westen, County Manager

Mary Tucker, Procurement

Dominick Boyd, Human Resources

Anne Henkel, Budget Services

Peter Winton, County Manager

Andrea Fraser, County Attorney

Christine Brady, County Manager

Created/Initiated - 11/21/2025

Approved - 11/21/2025

Approved - 11/21/2025

Approved - 11/21/2025

Approved - 11/21/2025

Approved - 11/21/2025

Final Approval - 11/24/2025