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Memorandum

Date : November 1, 2019
TO : Hidalgo County Commissioner's Court
From : Gary Looney REBC
RE : "... GROUP TERM LIFE AND ACCIDENTAL DEATH & DISMEMBERMENT.."
RFP NO:2019-225-09-04-YZV

There were four submissions for Group Term Life and Accidental Death and Dismemberment.

- a. Blue Cross Blue Shield of Texas (Dearborn National)
- b. MetLife
- c. Securian Financial (Minnesota Life)
- d. United Health Care

I requested and received Best and Final offers from each. Interviews with each vendor, in conjunction with the insurance committee, were conducted on October 23, 2019. Each vendor presented their offer of Basic Life Insurance with Accidental Death and Dismemberment. Each company also offered a variety additional benefits. The additional benefits included will preparation services, portability and conversion options, repatriation, travel assistance. There were also various other additional benefits if death should occur as a result of an accidental injury.

The extent of the optional benefits will require additional employee education in order to take full advantage of the services that are offered through the Group Term Life and AD&D plan.

A spreadsheet is attached that compares the current rating structure with the proposals offered. Supplemental benefits are also shown. Based on the proposals presented and a positive indication from the insurance committee, MetLife is recommended as the carrier.

Based on the current rate structure and the reduction in premium proposed, it is recommended that the current \$25,000 benefit limit be increased to \$30,000. As you can see from the spreadsheet there is no increase in the current annual premium to include this increase in benefit for employees.

Respectfully,



Gary Looney, REBC
Consultant