

MEMORANDUM

DATE: April 28, 2009  
TO: The Board of Supervisors  
FROM: Carol M. Luckam, Human Resource Manager  
SUBJECT: Award of Contract – Employee Group Medical and Dental Insurance

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A Request for Proposals was solicited from qualified firms in December 2008 to establish contracts for firms to provide Employee Group Medical and Dental Insurance for James City County (solely) or for James City County and Williamsburg-James City County (WJCC) Schools. Solicitations were received from four firms offering to provide group medical and dental insurance coverage under various plan designs, networks, and funding arrangements.

An Evaluation Committee of staff members representing the Employee Benefits Committee, Human Resources, and Purchasing evaluated the proposals, conducted interviews and selected Anthem Blue Cross Blue Shield, Optima Health Plan, and Delta Dental of Virginia as the most qualified firms to provide coverage to County participants. No vendor was selected to provide combined services to both the County and WJCC Public Schools; the school system will continue with its current vendor. The County's full Employee Benefits Committee has reviewed the process and recommends approval of the firms selected by the Evaluation Committee.

The recommendations for contract award are based on plan costs, plan design, provider networks, cost containment features, budget constraints, and customer service. The Anthem Plan and Optima Plan are fully insured and the Delta Dental Plan has both a fully insured and a self-insured portion. Terms were negotiated with the selected firms. The resulting contracts will have an initial term of one year with options to renew for four additional years, one year at a time.

Staff recommends adoption of the attached resolution.

  
Carol M. Luckam

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Attachment