

**Hamilton County Department of Education
3074 Hickory Valley Road
Chattanooga, TN 37421**

MEMORANDUM

TO: Hamilton County Board of Education
Dr. Justin Robertson, Superintendent

FROM: Dr. Zac Brown, Chief Talent Officer, Human Resources

DATE: July 20, 2023

RE: Recommendations for Employee Medical Benefit Plans

For Employee Medical Benefit Plans, we are requesting the Board approve the award of renewal proposals from our current providers – Cigna and Blue Cross Blue Shield (BCBS).

HCS launched a competitive solicitation, *RFP 23-39, Employee Medical Benefit Plans*, on April 17, 2023, with the intent to award a one (1) year contract term effective as of 01/01/2024. Thereafter, HCS may, at its option, extend the term of the contract for five (5) additional one (1) year terms.

Proposals were received from two carriers – Cigna and BCBS. Both are current HCS medical benefit providers. Following evaluation of the proposals submitted by the HCS evaluation committee, we request approval to award contracts to both carriers and effectively continue our services with each. Maintaining relationships with our incumbent carriers ensures avoidance of employee medical coverage disruption, allows HCS to secure improved financial outcomes, and offers continued partnerships to support our health strategies.

Please note, we are continuing to work through plan details to ensure the most beneficial coverage for our employees and the financial best and final. The District will continue to offer three plan options: BSBS PPO, Cigna HMO, and Cigna HDHP.

Your consideration of this request is appreciated. Please do not hesitate to contact me should you have any questions.