



To: Goodhue County Commissioners
 From: Goodhue County Insurance Committee
 Date: September 15, 2022
 Re: 2023 Accident Insurance

In July, Goodhue County conducted a request for proposal (RFP) for group accident insurance. The Goodhue County Insurance Committee met on August 17th and August 30th to review group accident insurance proposals for January 1, 2023.

During the August 30th meeting, the committee considered bids from three finalists: Aflac, MetLife & Mutual of Omaha. At the time of the meeting, the current provider (The Standard) had not submitted renewal information.

The Insurance Committee considered the following when evaluating proposals:

- employee feedback regarding plan features and benefits;
- ease of use for claim submission and payment;
- annual open enrollment opportunity;
- administrative functionality (such as ability to integrate with ADP and billing accuracy).

The Insurance Committee believes the Aflac proposal best aligns with these priorities.

Plan comparison

	Current - 2022 (The Standard)	Proposed – 2023 (Aflac)
Benefits		
Accident coverage type	24-hour coverage – including work related	Off job
Wellness Benefit	n/a	\$50
Accident ER visit	\$150	\$150
Emergency dental	\$200/ crown; \$100/ extraction	\$200/ crown; \$50/ extraction
Fracture	Schedule up to \$8,000	Schedule up to \$4,500
Hospital admission	\$750	Schedule up to \$750
Surgery	Schedule up to \$1,500	Schedule up to \$750
X-ray	\$50	\$20
Rate guarantee	n/a	2 years

Rate comparison

Goodhue County provides Accident insurance, at no charge, to employees enrolled in medical plan 2. All other benefit eligible employees may enroll in the plan on a voluntary basis and are responsible for the entire premium.

The estimated annual spend with the Aflac plan is \$1,774 lower than the 2022 rates with The Standard.

Rates	<i>Current Enrollment #'s</i>	Current – 2022* (The Standard)	Proposed – 2023 (Aflac)
Employee Only	121	\$7.55	\$7.14
Employee + Spouse	28	\$11.74	\$8.18
Employee + Child(ren)	17	\$14.46	\$14.42
Family	52	\$22.56	\$22.60
Estimated Monthly Total		\$2,661.21	\$2,513.32
Estimated Annual Total		\$31,934.52	\$30,159.84

*2023 rates for The Standard are not yet available.

Recommendation

The Goodhue County Insurance Committee recommends the Aflac group accident insurance plan for implementation for the 2023 plan year.