



Health Insurance Acquisition

***Presented by
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Health Insurance Acquisition

- **BRA maintains fully funded medical benefit plan**
- **Three plan options-PPO, HMO, High Deductible**
- **Managed through insurance broker HUB**
- **Current provider-Blue Cross Blue Shield**
- **Since 2017 average rate increase of 3.67%**
- **Plan currently over 100% loss ratio (132%) due to spike in claims/catastrophic illnesses**



Health Insurance Acquisition

- **BRA and HUB attempted renewal negotiations with BCBS without going out for proposal**
- **Due to market conditions and BRA loss ratio, BCBS quoted a 49% increase**
- **BRA went out for RFP with proposals due October 6th**
- **HUB will analyze proposals and negotiate on BRA's behalf**



Health Insurance Acquisition

- **BRA is optimistic rate increase will be lower than BCBS initial quote**
- **FY 27 budget adopted in July includes funds for a 20% increase**
- **Difference can be made up with potential plan changes and BRA funds**
- **BRA must have a benefit plan package that maintains ability to recruit/retain employees**
- **Timing of RFP requires Board approval in early November for implementation/open enrollment (See Agenda item 6)**



Brazos River Authority



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