



## Louisa County and Public Schools

### EXECUTIVE SUMMARY

March – 2025

The Innovative Insurance Group (IIG) team reviewed the proposals for health, dental and vision coverage received by Louisa County and Public Schools, per the RFP released for FY26.

Proposals were received from:

1. The Local Choice Plan – Medical, Dental and Vision (TLC)
2. Anthem - Medical, Dental and Vision, (fully insured and self-funded)
3. The Jefferson Health Plan – Medical, (self-funded)
4. Sentara Health – Medical, (fully insured and Admin. Services Only)
5. Delta Dental – Dental and VSP Vision
6. Community Vision
7. Met Life - Dental and Vision
8. Dominion Dental

Based on our review of the proposals, the health plans offered by Local Choice, Anthem, Jefferson Health, and Sentara Health, are all competitive. The options outside of The Local Choice offer more flexibility to the employer in plan choice, bundling of dental and vision with the medical or not, tier selections offered, etc. If you choose to leave The Local Choice Program, the fully insured contracts offer a safe alternative with level premiums on an annual basis which include all claims incurred during the period. The self-funded contracts provide fixed costs and re-insurance annually and Louisa would be responsible for the claims up to the stop loss insurance limits. The self-funded options should be less expensive as you pay the actual costs that you incur, and this allows the client to benefit when their claims are lower than expected. All of the plans offer comparable deductibles, coinsurances and copays and are price competitive. For various reasons, any of these plans would be a good choice for FY26. Please note:

1. The 5.5% renewal with The Local Choice does not impose any remarkable changes on the employees or the employer, does not force the employees to use the Cardinal System this year and therefore is an attractive offer.
2. Anthem is offering both fully insured and self-funded options. The PPO is the same provider network as Local Choice and the POS, which is slightly less expensive, offers a similar network with little expected employee disruption. At times, our clients will offer both network plans and allow the employees to choose and pay additional if they want the broader network.
3. The Jefferson Health Plan is a Council of Governments based in Ohio. They have been operating for over thirty years and began operations in Virginia four years ago. They offer a self-funded consortium to schools and municipalities. Currently there are seven entities in Virginia using this program. With this plan, you enroll with a Third-Party Administrator and select a provider network. (usually, Sentara's POS or Cigna's PPO or Aetna's PPO) These networks may cause a small degree of disruption to your employees. If you choose the Jefferson consortium, we will obtain disruption reports to help you determine the provider network you wish to use.
4. Sentara offers a fully insured POS which includes a national network and should cause only minimal provider disruption.
5. We have included the Delta Dental pricing which eliminates disruption and the VSP vision which is comparable to your current vision.

I would like to thank your administrative team for their work and commitment to this endeavor. They have spent numerous hours studying the information and attending a day of finalists' presentations. They asked many pertinent questions and engaged in several discussions to arrive at their final decision.

Based on your team's and our recommendation, considering the cost, the networks, the potential disruption to employees, we would ask that you approve continuing with The Local Choice for the coming contract year. (July 1, 2025 – June 30, 2026).

We look forward to helping you again this year with your open enrollment and any other needs you and your employees have.

Respectfully submitted,

*Samuel S. Irby*

Chartered Financial Consultant