



Date of Memo: November 02, 2023  
Current Meeting: November 09, 2023  
Board Meeting: November 16, 2023

**BOARD MEMORANDUM**

**TO:** Indianapolis Public Transportation Corporation (IPTC) Board of Directors  
**THROUGH:** President/CEO Inez P. Evans  
**FROM:** Chief Financial Officer Bart Brown  
**SUBJECT:** Consideration and approval of contract with Anthem for group Health, Dental, and Stop-Loss Insurance

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**ACTION ITEM A – 8**

**RECOMMENDATION:**

In a manner consistent with IPTC procurement and contract award standards, we request that the Board authorize the President/CEO to enter into a contract with Anthem for Group Health, Dental, Vision Insurance premiums and Stop-Loss Insurance coverage for current member enrollment at an annual estimated cost of \$12,077,500, \$325,788, and \$1,565,536 respectively subject to increase based on future enrollment.

**BACKGROUND:**

IPTC takes a progressive approach to create a healthier workforce and as such provides a comprehensive benefits package to our workforce. As part of this benefits package, IPTC provides its workforce with insurance coverage to help employees offset the cost of health care and to help the employee maintain good overall well-being.

**DISCUSSION:**

Anthem is the incumbent vendor providing group health insurance premiums and coverage and will now offer dental as well. The current contracts expire at the end of 2023, and to that end, IPTC engaged LHD Benefit Advisors to serve as its broker and procure services for group insurance using the following criteria for a recommendation: total cost of services, contractual benefits, provider network strength, and rate guarantees. Based on these guidelines, Anthem is the suggested successful bidder for the following reasons:

- Anthem was the only bidder that met all the required benefits and networks required by IPTC.
- Anthem offered the lowest dental premiums.
- There will be no network disruption.

The following are the total monthly premium cost to employee under the new plans:

**Health Insurance**

***PPO plan (assuming wellness discount)***

- Employee Only \$151.75 per month
- Employee + Spouse \$366.93 per month
- Employee + Child(ren) \$290.38 per month
- Employee + Family \$523.96 per month

***HDHP (assuming wellness discount)***

- Employee Only \$135.21 per month
- Employee + Spouse \$333.19 per month
- Employee + Child(ren) \$263.96 per month
- Employee + Family \$476.06 per month

***Dental***

- Employee Only \$4.84 per month
- Employee + Spouse \$9.29 per month
- Employee + Child(ren) \$13.01 per month
- Employee + Family \$19.24 per month

In summary, IPTC believes that Anthem is the best overall value for the quality and level of services for IPTC employees and families.

**ALTERNATIVES:**

The Board could choose not to award this contract to the recommended vendor and direct the CEO to negotiate with another responding vendor.

**FISCAL IMPACT:**

The total cost of this procurement for the insurance premiums and coverage are within the approved budgeted amounts in the 2024 budget.

**DBE/XBE DECLARATION:**

This contract will be funded by the Operations budget, and therefore, it does not require an established Disadvantaged Business Enterprise Program (“DBE”) participation goal. Given the complexity and nature of this opportunity subcontracting possibilities were limited.

**STANDING COMMITTEE DISCUSSION/RECOMMENDATION:**

This action will be reviewed by the Finance Committee on November 9, 2023.