

## RESOLUTION

### BLUE CROSS AND BLUE SHIELD OF ALABAMA CONTRACT APPROVAL

WHEREAS, in order for The University of Alabama in Huntsville ("University") to be a nationally competitive employer it must offer affordable healthcare benefits; and

WHEREAS, Blue Cross and Blue Shield of Alabama ("Contractor") provides insurance coverage for 90% of the State and there is no other carrier in the state that can match its network and discounts; and

WHEREAS, the three University of Alabama system entities, including The University of Alabama, has an Administrative Services Agreement ("Enrollment Agreement/Contract") with the Contractor that governs employee health insurance (medical and pharmacy) plans; and

WHEREAS, the three-year Enrollment Agreement was executed last year; and

WHEREAS, it is necessary to amend each of the two Plans, (1) Preferred Provider Organization (PPO); and (2) High Deductible Health Plan (HDHP).

WHEREAS, the proposed amendments are applicable to the 2020 Plan year, January 1, 2020 through December 31, 2020;

WHEREAS, the University's benefits consultant, Willis Towers Watson, reviewed proposed amendments to the Contract and determined that the proposed changes and projected costs were reasonable; and

WHEREAS, the Enrollment Agreement amount for the 2020 Plan Year is \$14,000,000 and will be funded from a combination of employer and employee paid insurance premiums; and

WHEREAS, ratification is required because the Summary Plan Description for Blue Cross Blue Shield is required to be provided to employee during Open Enrollment which begins prior to the November Board of Trustees meeting.

WHEREAS, pursuant to Board Rule 406, the University requests that the contract be ratified and confirmed by the Board.

NOW, THEREFORE BE IT RESOLVED by The Board of Trustees of The University of Alabama that it ratifies and confirms the contract executed between The University of Alabama in Huntsville and Blue Cross and Blue Shield of Alabama.