

**3. COBRA/RETIREE COVERAGE CONTINUATION ADMINISTRATION -- HUMAN RESOURCES
 FUNDING -- HUMAN RESOURCES**

(Request sent to 12 vendors)

RFP #17-0019 Contract

	Significa Benefit Services, Inc.	WageWorks, Inc.	ASI COBRA, LLC	Discovery Benefits, Inc. *
Initial Setup, One Time	\$100.00	Waived	\$250.00	\$0.00
Open Enrollment Dissemination, Per Packet Mailed	\$1.00	\$15.00 Full service \$8.00 Partial Service	\$8.00	Included
Comprehensive Initial Mailing, Per Form Mailed	\$1.00		\$3.00 COBRA initial notices \$15.00 COBRA qualifying event election notice	\$0.00
COBRA/Retiree Services, Per Employee Per month (PEPM)	\$1.50	\$0.43 PEPM \$5.50 Per participant per month Direct Bill	\$5.00 COBRA \$5.00 Retiree	\$0.42 COBRA \$4.50 Retiree billing
Billing and Collection, % Of Premium Billed	2%	2%	2%	2%
HIPAA Certificate of Creditable Coverage, Each	\$0.00	N/A	Included	N/A
Special Programming, Per Hour		\$150.00	\$125.00	\$0.00
Mailings Due To Changes In Law, As Necessary Per Form/Letter Mailed	\$1.00	Included		\$0.00
Other	\$0.50 PEPM Each additional benefit line			
	Aetna Life Insurance Company	Lifetime Benefit Solutions, Inc.	Taben, LC*	Flex Made Easy
Initial Setup, One Time	\$1,500.00	Waived	\$0.00	Included
Open Enrollment Dissemination, Per Packet Mailed	\$15.00	Included	\$5.00	Included
Comprehensive Initial Mailing, Per Form Mailed	\$22.00	Included	Included	Included
COBRA/Retiree Services, Per Employee Per month (PEPM)	\$0.60 COBRA \$5.00 Retiree	\$0.65 COBRA \$3.50 Retiree	\$0.45 COBRA \$4.00 Retiree	\$0.90
Billing and Collection, % Of Premium Billed	2%	2%	Included	Included
HIPAA Certificate of Creditable Coverage, Each	N/A	Included	Included	Included
Special Programming, Per Hour	\$150.00	\$150.00	\$200.00	Included
Mailings Due To Changes In Law, As Necessary Per Form/Letter Mailed	\$10.00	Included	Cost	Included
	HealthSmart Benefit Solutions	Health Plan Services	Connect Your Care	
Initial Setup, One Time	\$0.00	\$0.00	Waived	
Open Enrollment Dissemination, Per Packet Mailed	\$0.00	\$5.85	\$20.00	
Comprehensive Initial Mailing, Per Form Mailed	\$0.00	N/A	\$0.00	
COBRA/Retiree Services, Per Employee Per month (PEPM)	\$1.40	\$3400.00 Cobra \$800.00 Retiree	\$0.65	
Billing and Collection, % Of Premium Billed	2%	2%	2%	
HIPAA Certificate of Creditable Coverage, Each	N/A	Included	\$5.00	
Special Programming, Per Hour	\$0.00	\$135.00	\$200.00	
Mailings Due To Changes In Law, As Necessary Per Form/Letter Mailed	\$5.00	Negotiated Charge	\$0.00	
Other	215.00 Annual renewal fee			
No Bids	Total Administration Services Corporation		UnitedHealthcare	

BOCC APPROVED JULY 12, 2017
BOARD OF BIDS AND CONTRACTS JULY 6, 2017

*Negotiated rates

On the recommendation of Kara Kingsley, on behalf of the Division of Human Resources, Linda Kizzire moved to **accept the proposal from Taben, LC and establish contract pricing at the rates listed above for two (2) years with three (3) one (1) year options to renew.** Talaya Schwartz seconded the motion. The motion passed unanimously.

A committee comprised of Heather Poorman, Rebecca Page and Connie McAfee - Human Resources, Lindsay Poe Rousseau - CFO and Kara Kingsley - Purchasing reviewed and scored the responses based on criteria set forth in the RFP. Discovery Benefits, Inc. and Taben, LC were shortlisted and were asked for their best and final offer, additional questions and clarifications, and were asked to give demos of their online portal. The committee unanimously decided to recommend Taben, LC for award.

Upon separation of employment, retirement, or other circumstances resulting in the loss of benefit coverage, employees and/or their dependents may be extended the right for continuation of benefit coverage under the Federal Laws known as COBRA and under Kansas State Laws known as KPERS/KP&F Retired Employee Benefits.

In 2016 Sedgwick County had an average of 10 COBRA participants and 110 retiree participants each month.

Significa Benefit Services, Inc. was not considered due to their poor response and lack of information. The committee had concerns that they could not handle an organization of our size.

Lifetime Benefit Solutions, Inc. was not considered due to their high rate of dropped calls and their high cost for card payments.

Flex Made Easy was not considered due to a poor response. They provided no performance guarantee, references or customer surveys.

HealthSmart Benefit Solutions was not considered due to their lack of online access and provided no performance guarantees.

Health Plan Services (known as Harrington Health) is our current vendor.

Questions and Answers

Richard Powell: In the documentation on the second page there are several mentions of special programming per hour. It seems rather costly. What is special programming?

Heather Poorman: That would be if we set up like a new group. You may be familiar when we have the SVRP group several years ago that would require a special program with the COBRA vendor. Very rare that we would have any type of special programming.

Richard Powell: So that would be something that would occur at the county level, not the employee level?

Heather Poorman: Correct.

Richard Powell: And one more question, our current vendor did not participate in this bid?

Heather Poorman: They did, they are on the second page on the bottom in the middle called Health Plan Services. They recently bought Harrington Health.