

**BOCC APPROVAL OCTOBER 21, 2021
BOARD OF BIDS AND CONTRACTS OCTOBER 14, 2021**

2. EMPLOYEE ANCILLARY BENEFITS - FSA ADMINISTRATION -- HUMAN RESOURCES

FUNDING -- HUMAN RESOURCES

(Request sent to 164 vendors)

RFP #21-0050 Contract

	American Fidelity Assurance Company	Application Software, Inc. dba ASIFlex	AxisPlus Benefits	Family Health America, LC dba EMPOWER	Flexible Benefit Administrators, Inc.	HealthEquity, Inc.
Fees						
Initial One-Time Setup	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$250.00
Annual Renewal Fee	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Monthly Fee	\$0.00	\$2.25 ppm	\$2.25 ppm	\$3.72 ppm	\$2.30 ppm	\$3.30 ppm
Minimum/Mo	N/A	N/A	N/A	N/A	N/A	N/A
Services						
Discrimination Testing	25% key employee test and the 55% average benefits test at no additional cost	Upon Request	Upon Request	Complimentary Each Year	Included	One Round Standard Testing per Plan Year Included (Additional Rounds \$600.00 per test)
Plan Document	Included	Included	Included	Included	Included	Included
Direct Deposit	Included	Included	Included	Included	Included	Included
Debit Card	Included	Included	Included	Included	Included	Included
Enrollment Communication	Electronic Available	Electronic Available	Electronic Available	Electronic Available	Electronic Available	Electronic Available
Employer Website	Included	Included	Included	Included	Included	Included
Employee Website	Included	Included	Included	Included	Included	Included
Mobile App	Included	Included	Included	Included	Included	Included
Customer Service	M-F 7am-7pm	M-F 7am-7pm, Sat 9am-1pm	M-F 9am-5pm	M-F 8am-5pm	M-F 8:30am-5pm	24/7/365
	Interflex Payments, LLC dba AmeriFlex	MetLife Consumer Services, Inc. dba MetLife	National Insurance Marketing Brokers, LLC dba AmeriLife Benefits	NueSynergy, Inc.	Omnify dba Union Bank and Trust Company (NEED)	P & A Administrative Services, Inc.
Fees						
Initial One-Time Setup	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Annual Renewal Fee	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Monthly Fee	\$3.25 ppm	\$3.64 ppm	\$4.00 ppm	\$3.25 ppm	\$4.00 ppm	\$3.10 ppm
Minimum/Mo	\$75.00	N/A	\$50.00	N/A	-	N/A
Services						
Discrimination Testing	Free Self-Service Tool	\$150.00 initial test, \$50.00 for any data updates and retest	Upon Request	Included	\$250.00 annual compliance testing	Included
Plan Document	Included	N/A	\$500.00	Included	\$250.00	Included
Direct Deposit	Included	Included	Included	Included	Included	Included
Debit Card	Included	Included	Included	Included	Included	Included
Enrollment Communication	Electronic Available	Electronic Available	Electronic Available	Full Service	-	Electronic Available
Employer Website	Included	Included	Included	Included	Included	Included
Employee Website	Included	Included	Included	Included	Included	Included
Mobile App	Included	Included	Included	Included	Included	Included
Customer Service	M-F 8am-5pm	M-F 7am-7pm	M-F 8am-5pm	M-F 8am-7pm	M-F 8am-5pm	M-F 7:30am-9pm

	Surency Life & Health Insurance Company dba Surency	Total Administrative Services Corporation	United HealthCare Services, Inc. dba United HealthCare	WEX Health, Inc.		
Fees						
Initial One-Time Setup	\$0.00	\$0.00	\$1,765.00	\$0.00		
Annual Renewal Fee	\$0.00	\$0.00	\$0.00	\$1,200.00		
Monthly Fee	\$2.75 ppm	\$2.20 ppm	\$3.25 ppm	\$2.35 ppm		
Minimum/Mo	\$50.00	N/A	\$100.00	\$0.50		
Services						
Discrimination Testing	Upon Request at Additional Cost	Included	\$500.00 per testing occurrence	Included		
Plan Document	Included	Included	N/A	Templates		
Direct Deposit	Included	Included	Included	Included		
Debit Card	Included	Included	Included	Included		
Enrollment Communication	Electronic Available	Electronic Available	Electronic Available	Electronic Available		
Employer Website	Included	Included	Included	Included		
Employee Website	Included	Included	Included	Included		
Mobile App	Included	Included	Included	Included		
Customer Service	N/A	M - F, 7:00 am-7:00 pm	M - F, 7:00 am-7:00 pm	M - F, 7:00 am-7:00 pm		
No Bids	Blue Cross & Blue Shield of Kansas	Charlesworth Consulting, LLC	EMPAC	Gallagher Benefits	Genesis Underwriting Management	Hays Companies of Kansas
	Hub International Insurance Service	Humana	Kansas Health Insurance Cooperative	Krueger Insurance Management, Inc.	MGT of America	Providers Care Network
	Standard	Sun Life	The Hartford	Tim Nuckolls Agencies	VSP Vision Care	WIBA Insurance

On the recommendation of Joe Thomas, on behalf of the Division of Human Resources, Jared Schechter moved to **accept the proposal from Surency Life & Health Insurance Company dba Surency at the rates listed above starting January 1, 2022 for a period of three (3) years ending December 31, 2024 with two (2) one (1) year options to renew.** Margaret Flanders seconded the motion. The motion passed unanimously.

An evaluation committee comprised of Lorien Showalter Arie - Budget; Wendy Hummell - Sheriff's Office; Karen Bailey - County Clerk's Office; Sarah Meek, Connie McAfee, Anna Meyerhoff Cole, and Sheena Schmutz - Division of Human Resources; and Joe Thomas - Purchasing evaluated the proposal responses based on the criteria set forth in the RFP. Based on scoring, Surency was chosen for award.

Sedgwick County offers health options for spending via flexible spending accounts. These type of accounts may be used for the base and premier tiers of health insurance and are accessible for employees to "pay back" FSA accounts throughout the year. Our current vendor is Surency and the committee recommends continuing with the current vendor for pricing and service.

Notes:
This is a proposal and not a bid. Proposals are scored based on criteria set forth in our RFP. There are six (6) components to this RFP:

Component	Points
A. Meeting all proposal requirements and instructions	20
B. Network access	20
C. Customer Service and member experience	20
D. Administrative Services (Claims Processing, Reporting, Billing, etc.)	15
E. Experience and Qualifications working with government entities	15
F. Overall cost of solution	10
Total Points	100