

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

**4. EMPLOYEE ANCILLARY BENEFITS - VISION -- HUMAN RESOURCES**  
**FUNDING -- HUMAN RESOURCES**

(Request sent to 164 vendors)

RFP #21-0052 Contract

	VSP	Avesis Third Party Administrators, Inc. dba Avesis	EyeMed Vision Care, LLC	Humana dba Humana Insurance Company	
<b>Cost Sharing</b>					
Network	VSP	Avesis	EyeMed	EyeMed	
Exam Copay	\$10.00	\$10.00	\$10.00	\$10.00	
Exam Frequency	12 months	12 months	12 months	12 months	
Materials Copay	\$0.00	\$0.00	\$0.00	\$0.00	
Lens Frequency	12 months	12 months	12 months	12 months	
Frame Frequency	24 months	24 months	24 months	24 months	
Contacts Frequency	12 months	12 months	12 months	12 months	
<b>In-Network Benefits</b>					
Medically Necessary Contact Lenses	Covered in Full	Covered in Full	Covered in Full	Covered in Full	
Elective (Cosmetic) Contact Lenses	Up to \$160.00	Up to \$160.00	Up to \$160.00	Up to \$160.00	
Contact Lens Fitting	\$40.00	\$25.00 Standard / \$50.00 Custom	\$40.00	Did Not Provide	
Standard Frames	Up to \$180.00	Up to \$180.00	Up to \$180.00	Up to \$180.00	
Single Vision Lenses	Covered in Full	Covered in Full	Covered in Full	Covered in Full	
Bifocal Lenses	Covered in Full	Covered in Full	Covered in Full	Covered in Full	
Trifocal Lenses	Covered in Full	Covered in Full	Covered in Full	Covered in Full	
<b>Enrollment &amp; Cost</b>					
Single	711	\$7.72	\$6.98	\$8.74	\$10.58
Two-Person	488	\$15.44	\$14.96	\$17.48	\$21.15
Family	805	\$24.86	\$23.90	\$25.36	\$34.06
	Metropolitan Life Insurance Company dba MetLife	Surency Life & Health Insurance Company dba Surency	Standard Insurance Company dba The Standard	United HealthCare Services, Inc. dba United HealthCare	
<b>Cost Sharing</b>					
Network	Superior	EyeMed	VSP	UHC	
Exam Copay	\$10.00	\$10.00	\$10.00	\$10.00	
Exam Frequency	12 months	12 months	12 months	12 months	
Materials Copay	\$0.00	\$0.00	\$0.00	\$0.00	
Lens Frequency	12 months	12 months	12 months	12 months	
Frame Frequency	24 months	24 months	24 months	24 months	
Contacts Frequency	12 months	12 months	12 months	12 months	
<b>In-Network Benefits</b>					
Medically Necessary Contact Lenses	Covered in Full	Covered in Full	Covered in Full	Covered in Full	
Elective (Cosmetic) Contact Lenses	Up to \$160.00	Up to \$160.00	Up to \$160.00	Up to \$175.00	
Contact Lens Fitting	\$25.00	\$25.00 Standard / 10% off Retail Custom	\$60.00	\$40.00	
Standard Frames	Up to \$180.00	Up to \$180.00	Up to \$180.00	Up to \$200.00	
Single Vision Lenses	Covered in Full	Covered in Full	Covered in Full	Covered in Full	
Bifocal Lenses	Covered in Full	Covered in Full	Covered in Full	Covered in Full	
Trifocal Lenses	Covered in Full	Covered in Full	Covered in Full	Covered in Full	
<b>Enrollment &amp; Cost</b>					
Single	711	\$8.35	\$8.05	\$9.19	\$9.75
Two-Person	488	\$16.23	\$16.09	\$18.38	\$19.49
Family	805	\$28.58	\$25.91	\$29.73	\$31.38

No Bids	AxisPlus Benefits	Blue Cross & Blue Shield of Kansas	Charlesworth Consulting, LLC	EMPAC
	Gallagher Benefits	Hays Companies of Kansas	Hub International Insurance Service	Kansas Health Insurance Cooperative
	Krueger Insurance Management, Inc.	MGT of America	Providers Care Network	Securian Financial Services, Inc.
	Sun Life	The Hartford	Tim Nuckolls Agencies	WIBA Insurance

On the recommendation of Joe Thomas, on behalf of the Division of Human Resources, Randy Bargdill moved to **accept the proposal from VSP 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.** Russell Leeds 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, VSP was chosen for award.

Vision services are offered as a benefit to eligible employees. This is a completely elective benefit option that the employee covers the cost for coverage. The current vendor is VSP and the committee recommends continuing services with this vendor as the rates and services remain the same.

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

**Questions and Answers**

Randy Bargdill: Why VSP? It appears across the top that Avesis, EyeMed, and Humana are all about the same price. In contact lens fitting it's even a little higher.

Sheena Schmutz: The committee looked at all of those and with Vision, they were very comparable. We've had good service with VSP. Our employees have had good service with VSP as well. Looking at Avesis on the contact lens fitting, it can range between \$25.00 up to \$50.00. So we all agreed the \$40.00 with the rates remaining the same was a good fit.

Randy Bargdill: We've worked with them and we're happy with them?

Sheena Schmutz: Yes.