

ITEMS REQUIRING BOCC APPROVAL

October 28, 2021

(4 Items)

1. 2021-2022 PROPERTY INSURANCE DEDUCTIBLE BUY DOWN -- RISK MANAGEMENT

FUNDING -- RISK MANAGEMENT

(Insurance Premiums)

#21-2043 Contract

Coverage	Effective	Proposal	Limits and Deductibles & Renewal Notes
Property Insurance - Minimum Windstorm and Hail Deductible Buy Back	11/1/2021 to 11/01/2022	JEM Underwriting Managers	The primary insurance company (Alliant) set the minimum claim amount per Windstorm and Hail occurrence at a deductible of \$1,000,000.00. This secondary insurance policy would reduce the minimum deductible to \$250,000.00 with a limit of \$750,000.00.
Renewal Premium		\$58,830.00	
Total Values Insured		\$758,071,359.00	

On the recommendation of Joe Thomas, on behalf of Risk Management, Anna Meyerhoff Cole moved to **accept the proposal from JEM Underwriting Managers for property insurance minimum windstorm and hail deductible buy back for an estimated total of \$58,830.00.** Jennifer Blasi seconded the motion. The motion passed unanimously.

The 2021-2022 property insurance premiums were approved by the BoCC on June 17, 2021. The primary insurance company (Alliant) set the Windstorm and Hail Deductible as \$1,000,000.00, which is a much higher rate than in years past. This secondary insurance policy (deductible buy down) would reduce the deductible to \$250,000.00 with a limit of \$750,000.00.

Notes:

Reasons why the premium has increased in recent years:

- The county has increased its asset portfolio by making purchases of property.
- The property insurance marketplace has continued to harden since last year.
- The county has seen several large claims on the property insurance policy in the last five (5) years; including the fraud loss incident, a \$5.6 million dollar claim for hail damage at the Sedgwick County Zoo from last summer, \$650,000.00 for the courthouse fire, and potential claims for COVID-19.

These factors have resulted in higher premiums than estimated when the premiums were brought before Bid Board in December 2021. This deductible buy down would reduce the deductibles paid should there be qualifying wind or hail damage to county facilities between November 1, 2021 and November 1, 2022.

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**2. CREMATION SERVICES -- REGIONAL FORENSIC SCIENCE CENTER
FUNDING -- REGIONAL FORENSIC SCIENCE CENTER**

(Request sent to 24 vendors)

RFB #21-0066 Contract

	Preferred Mortuary Services LLC	
Cremation and Storage of Cremated Remains per Unclaimed Individual	\$450.00 each	
No Bids	Headley Funeral Chapel	Downing & Lahey Mortuaries and Crematory
	Core Cremation	Miles Funeral Service
	Reflection Pointe Funeral & Cremation Services	

On the recommendation of Jaimee Witmer, on behalf of Regional Forensic Science Center, Tim Myers moved to **accept the bid from Preferred Mortuary Services LLC at the rate listed above for a period of three (3) years with two (2) one (1) year options to renew.** Anna Meyerhoff Cole seconded the motion. The motion passed unanimously.

Cremation services will be provided for unclaimed human remains of individuals who died in Sedgwick County. A decedent shall be considered unclaimed if no legal next of kin, family members, or responsible party can be identified and/or are willing to claim the body following a diligent search.

In addition, human remains are considered unclaimed if a decision for disposition cannot be reached by any legal next of kin, family members, or responsible party within a timeframe deemed reasonable by the District Coroner.

In 2020, Sedgwick County provided cremation for 45 unclaimed human remains.

Notes:

Last year the county spent \$20,250.00 for this service.

Questions and Answers:

Brandi Baily: So we sent the proposal to 24 vendors and Preferred Mortuary is the only one who responded? Is that correct?

Jaimee Witmer: Correct.

Brandi Baily: Is that our current vendor?

Jaimee Witmer: Yes.

Anna Meyerhoff Cole: How does this rate compare to our current rate?

Jaimee Witmer: It's the same.

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3. EMPLOYEE ANCILLARY BENEFITS - COBRA -- HUMAN RESOURCES

FUNDING -- HUMAN RESOURCES

(Request sent to 164 vendors)

RFP #21-0047 Contract

	ASI COBRA, LLC	Omnify dba Union Bank and Trust Company	Flexible Benefit Administrators, Inc.	HealthEquity, Inc.	Interflex Payments LLC dba Ameriflex
Setup Fees					
Initial One-Time Setup Fee	\$250.00	\$500.00	Waived	\$0.00	\$0.00
Takeover Current Participants Fee	\$8.00 per participant	N/A	Waived	\$10.00 per participant	N/A
EDI Setup Fee	N/A	N/A	Minimum \$50.00 per hour	\$150.00 per hour	N/A
Additional Plan Setup Fee	N/A	N/A	N/A	N/A	N/A
Blanket Initial Notice Mailing	\$3.00 per mailing	N/A	N/A	N/A	N/A
Ongoing Fees and Services					
Separate Annual Fee	\$0.00	\$250.00	\$0.00	\$0.00	\$0.00
PEPM Admin Fee	\$5.00	\$0.75	\$0.30	\$0.50	\$0.49
Minimum/Mo	\$50.00	N/A	N/A	N/A	\$80.00
Fee Based on # Enrolled In		\$5.00 Per Enrolled	N/A	N/A	N/A
Est. # Employees for Fee	2,492	2,492	2,492	2,492	2,492
Initial Notice to New Enrollees	\$3.00 per mailing	N/A	N/A	N/A	N/A
Election Notice to QBs	\$15.00 per notice	N/A	N/A	N/A	N/A
Monthly Billing to QBs	N/A	N/A	\$1.00 per notification	N/A	N/A
Additional Services	Optional Open Enrollment services; \$8.00 plus postage	\$15.00 Customized OE Services	Employee Navigator Pass Through Fee: \$0.04 per enrolled employee. \$5.00 per OE Packet	\$15.00 OE Services, \$2.60 HIPAA Special Enrollment Notice, Women's Health/Cancer Rights \$2.25, Retro Gen. Rights Notice \$3.00	OE \$15.00 per notice; \$60.00 minimum
2% Fee Kept or Given to Employer	Kept by vendor	Kept by vendor	Kept by vendor	Kept by vendor	Kept by vendor
	Itedium, Inc.	MetLife (WEX Health, Inc.)	NueSynergy, Inc.	P & A Administrative Services, Inc. Option 1	P & A Administrative Services, Inc. Option 2
Setup Fees					
Initial One-Time Setup Fee	\$0.00	N/A	N/A	N/A	N/A
Takeover Current Participants Fee	\$15.00	N/A	N/A	N/A	N/A
EDI Setup Fee	\$150.00 per hour	\$150.00 per hour	N/A	N/A	N/A
Additional Plan Setup Fee	N/A	N/A	N/A	N/A	N/A
Blanket Initial Notice Mailing	N/A	N/A	N/A	N/A	N/A
Ongoing Fees and Services					
Separate Annual Fee	\$0.00	\$1,200.00	\$0.00	\$0.00	\$0.00
PEPM Admin Fee	\$0.40	\$0.44	\$0.40	N/A	\$0.48
Minimum/Mo	\$750.00	\$85.00	N/A	N/A	N/A
Fee Based on # Enrolled In	N/A	N/A	N/A	N/A	N/A
Est. # Employees for Fee	2,492	2,492	2,492	2,492	2,492
Initial Notice to New Enrollees	N/A	N/A	N/A	\$9.00 per notification	N/A
Election Notice to QBs	\$0.12	N/A	N/A	\$18.00 per notification	N/A
Monthly Billing to QBs	N/A	N/A	N/A	N/A	N/A
Additional Services	\$2.50 Retro initial notice, \$5.00 ARPA term notice, \$2.50 retro ARPA notice	N/A	N/A	N/A	N/A
2% Fee Kept or Given to Employer	Kept by vendor	Kept by vendor	Kept by vendor	Kept by vendor	Kept by vendor

	Total Administrative Services Corporation	United HealthCare Services, Inc. dba UnitedHealthCare	WEX Health, Inc. Option 2	Surency Life & Health Insurance Company dba Surency	
Setup Fees					
Initial One-Time Setup Fee	N/A	N/A	N/A	N/A	
Takeover Current Participants Fee	N/A	N/A	\$15.00	N/A	
EDI Setup Fee	N/A	N/A	N/A	N/A	
Additional Plan Setup Fee	N/A	N/A	N/A	N/A	
Blanket Initial Notice Mailing	N/A	N/A	N/A	N/A	
Ongoing Fees and Services					
Separate Annual Fee	\$0.00	\$0.00	N/A	\$4.75 per enrolled participants	
PEPM Admin Fee	\$0.40	\$0.50	N/A	\$0.45	
Minimum/Mo	N/A	N/A	\$150.00	N/A	
Fee Based on # Enrolled In	N/A	N/A	N/A	N/A	
Est. # Employees for Fee	N/A	N/A	N/A	2,492	
Initial Notice to New Enrollees	N/A	N/A	\$2.00	N/A	
Election Notice to QBs	N/A	N/A	\$15.00	N/A	
Monthly Billing to QBs	N/A	N/A	N/A	N/A	
Additional Services	\$3.50 retiree billing admin fee	OE Service \$8.00 plus postage per person. \$100.00 min., Medicare D Notices \$0.95 per notification, Retro HIPAA \$3.00, Direct Bill/Retirees \$4.50 per continuant, per month	N/A	N/A	
2% Fee Kept or Given to Employer	Kept by vendor	Kept by vendor	Kept by vendor	Kept by vendor	
No Bids	Avesis, Inc.	AxisPlus Benefits	Blue Cross & Blue Shield of Kansas	Charlesworth Consulting, LLC	Ehlers, Inc.
	EMPAC	Gallagher Benefits	Intact Insurance	Krueger Insurance Management, Inc.	Hub International Insurance Service
	Humana	M & M Insurance Associates	MGT of America	Providers Care Network	Richey Health Benefits
	Securian Financial Services, Inc	The Hartford	Tim Nuckolls Agencies	VSP Vision Care	WIBA Insurance

On the recommendation of Joe Thomas, on behalf of the Division of Human Resources, Jennifer Blasi moved to **accept the proposal from Flexible Benefit Administrators, Inc. at the rates listed above starting August 2022 for a period ending December 31, 2024 with two (2) one (1) year options to renew.** Brandi Baily seconded the motion. The motion passed unanimously with Anna Meyerhoff Cole abstaining.

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, Flexible Benefit Administrators, Inc. was chosen 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. The current vendor is Navia (formerly Taben), which failed to provide a response. This contract will begin in August 2022 due to an extension of the current contract due to the buy out of Taben by Navia.

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:

Russell Leeds: Just for clarity, we are going to contract with Flexible Benefits Administrators, a person who separates from the county and is eligible for continuing coverage would receive the same coverage they did as an employee but they would administer the paperwork and collection of payment?

Anna Meyerhoff Cole: Yes. They handle the collection of payments.

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4. EMPLOYEE ANCILLARY BENEFITS - EAP PROGRAM – HUMAN RESOURCES

FUNDING – HUMAN RESOURCES

(Request sent to 164 vendors)

RFP #21-0049 Contract

	EMPAC, Inc.	EMPAC, Inc.	ComPsych	ComPsych	Harris Rothenberg International, Inc. (HRI) dba Humana EAP and Work-Life Services	Harris Rothenberg International, Inc. (HRI) dba Humana EAP and Work-Life Services
In person visits	3 In-person Visits (EMPAC, Inc. extended 3 additional sessions during pandemic over the last 18 months)	12 In-person Visits	3 In-person Visits	6 In-person Visits	3-session EAP	6-session EAP
24/7/365 Toll-Free Telephonic Access	Included	Included	Included	Included	Included	Included
National Network &# of clinicians	10 Clinical Team Members and a Network of over 200 providers	10 Clinical Team Members and a Network of over 200 providers	Owens network of 91,000 providers globally	Owens network of 91,000 providers globally	National/International- Large Network (did not include #)	National/International- Large Network (did not include #)
Initial Employee Orientation	2-One hour orientation sessions	2-One hour orientation sessions	Included	Included	Manager orientation	Manager orientation
Short Term Counseling & Referral	Included	Included	Included	Included	Included	Included
Management Consultations	Included	Included	Included	Included	Included	Included
Management Training Hours/Seminars	1-Two hour training on signs and symptoms of alcohol and drug use annually 2-One hour trainings on how to best utilize the EAP program	1-Two hour training on signs and symptoms of alcohol and drug use annually 2-One hour trainings on how to best utilize the EAP program	bank of 32 service hours per contract year	bank of 32 service hours per contract year	32 hours/ \$400.00 per hour plus travel	32 hours/ \$400.00 per hour plus travel
Official Incident Response Hours	24 Hour toll-free line	24 Hour toll-free line	24 Hour toll-free line	24 Hour toll-free line	Standard: \$250.00 per hour; Immediate: \$330.00 per hour	Standard: \$250.00 per hour; Immediate: \$330.00 per hour
Client/Member Online Access	Included	Included	Included	Included	Included Included	Included Included
Mobile App	No	No	Included	Included	Included	Included
Utilization Reports & Frequency	Annually-ADHOC	Annually-ADHOC	Quarterly Reporting	Quarterly Reporting	Included; Qtrly, semi-annual, and annual	Included; Qtrly, semi-annual, and annual
Career Counseling	Included	Included	Included	Included	Included	Included
Child Care Consultation & Referrals	Included	Included	Included	Included	Included	Included
Daily Living Services	Included	Included	Included	Included	Buy-up	Buy-up
Elder Care Consultation & Referrals	Included	Included	Included	Included	Included	Included
Family Conflict Services	Included	Included	Included	Included	Included	Included
Financial Consultation & Referrals	Included	Included	Included	Included	Included	Included
Identity Theft Prevention & Recovery Services	Included	Included	Included	Included	Included	Included
Legal Consultation & Referrals	Included	Included	Included	Included	Included	Included
Marital Conflict Services	Included	Included	Included	Included	Included	Included
Mental Health Services & Referrals	Included	Included	Included	Included	Included	Included
Substance Abuse Services & Referrals	Included	Included	Included	Included	Included	Included
Wellness & Wellbeing Services	Included	Included	Included	Included	Included	Included
Other Services Not Listed	Grief and Loss, Critical Incident Stress Debriefing, (CISD)	Grief and Loss, Critical Incident Stress Debriefing, (CISD)	K-12 continuing/higher education search, Grief and Loss, Critical Incident Stress Debriefing, Adoption	K-12 continuing/higher education search, Grief and Loss, Critical Incident Stress Debriefing, Adoption	Adoption, k-12/higher education search, Identity theft prevention and recovery services	Adoption, k-12/higher education search, Identity theft prevention and recovery services

EAP Program Cost PEPM	Current \$0.89 Renewal \$0.89	\$1.50	\$1.09	\$1.61	\$1.28	\$1.76
	United Behavioral Health dba Optum	United Behavioral Health dba Optum	Metropolitan Life Insurance Company dba MetLife	Metropolitan Life Insurance Company dba MetLife	Metropolitan Life Insurance Company dba MetLife	
In person visits	3-session EAP	6-session EAP	Work Life- Up to 5 virtual counseling sessions (video or telephonic)	Up to 5 virtual counseling sessions (video or telephonic)- Up to 5 face-to face counseling sessions.	Up to 5 virtual counseling sessions (video or telephonic) Up to 5 face- to face counseling sessions.	
24/7/365 Toll-Free Telephonic Access	Included	Included	Included	Included	Included	
National Network &# of clinicians	Choice Plus Network; Management Included	Choice Plus Network; Management Included	Over 21,000 providers N/A	Over 21,000 providers N/A	Over 21,000 providers Employees, Manager/Supervisors	
Initial Employee Orientation	N/A	N/A	Included	Included	Included	
Short Term Counseling & Referral Management Consultations	Included	Included	Included	Included	Included	
Management Training Hours/Seminars	32 hours \$0.30 PEPM additional fee	32 hours	N/A	N/A	8 Hours included	
Official Incident Response Hours	\$250.00 per hour	\$250.00 per hour	N/A	N/A	Included	
Client Member Online Access	Included Included	Included Included	Included	Included	Included	
Mobile App	Included	Included	Included	Included	Included	
Utilization Reports & Frequency	Included; Annually	Included; Annually	Per Request	Per Request	Per Request	
Career Counseling	Included	Included	N/A	N/A	N/A	
Child Care Consultation & Referrals	Included	Included	Included	Included	Included	
Daily Living Services	Included	Included	Included	Included	Included	
Elder Care Consultation & Referrals	Included	Included	Included	Included	Included	
Family Conflict Services	Included	Included	Included	Included	Included	
Financial Consultation & Referrals	Included	Included	Included	Included	Included	
Identity Theft Prevention& Recovery Services	\$0.08 PEPM Additional Fee	\$0.08 PEPM Additional Fee	Prevention-Included; Recovery- No	Prevention-Included; Recovery- No	Prevention-Included; Recovery-No	
Legal Consultation & Referrals	Included	Included	Included	Included	Included	
Marital Conflict Services	Included	Included	Included	Included	Included	
Mental Health Services & Referrals	Included	Included	Included	Included	Included	
Substance Abuse Services & Referrals	Included	Included	Included	Included	Included	
Wellness & Wellbeing Services	Included	Included	Included	Included	Included	
Other Services Not Listed	Adoption Services, K-12 continuing/higher education search WorkLife \$0.17 PEPM additional fee	Adoption Services, K-12 continuing/higher education search WorkLife \$0.17 PEPM additional fee	N/A	N/A	N/A	
EAP Program Cost PEPM	\$0.92	\$1.54	\$0.40	\$0.73	\$0.80	
No Bids	AxisPlus Benefits	Charlesworth Consulting, LLC	Delta Dental Plan of Kansas Inc.	Gallagher Benefits	Hays Companies of Kansas	Hub International Insurance Service
	Kansas Health Insurance Cooperative	MGT of America	Morgan Stanley Smith Barney, LLC	Providers Care Network	Sun Life	Tim Nuckolls Agencies
	UMB Bank, N.A.		VSP Vision Care		WIBA Insurance	

On the recommendation of Joe Thomas, on behalf of the Division of Human Resources, Brandi Baily moved to **accept the proposal from EMPAC, Inc. 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.** Tim Myers seconded the motion. The motion passed unanimously with Anna Meyerhoff Cole abstaining.

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, EMPAC, Inc. was chosen for award.

EAP (Employee Assistance Program) includes employer paid assistance, counseling, and education services to employees and their families to help them live healthy, balanced lives. In addition, this benefit provided by your employer, provides training, newsletters, referrals to partners for legal consultation and money management for you, your spouse/ significant other, and dependents living in your home provided by trained professionals. This service is offered to all employees as a paid benefit. Services for this contract will include 12 sessions for employees during a 12 month period for individual in-person visits. In addition, services include local access to a ten (10) person team and access to over 200 providers and on-site critical incident stress debriefings.

Notes:

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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:

Brandi Baily: I want to applaud the committee for getting the 12 in-person visits versus the three (3). I think with the pandemic, everyone's mental health is needing some in-checked. I think 12 is a great option.

Joe Thomas: Originally it was six (6) and the committee shortlisted two (2) proposers and negotiated from six (6) to 12.

Russell Leeds: In our previous contract with Empac, it was three (3) visits so we've gone from three (3) to 12.

Joe Thomas: Yes.

Russell Leeds: On the program costs per employee per month, that \$1.50 is the total cost to the county? It would be about \$3,800.00 per month, so somewhere around \$45,000.00 per year?

Anna Meyerhoff Cole: Yes.

Russell Leeds: It would give all of our employees around 12 visits.

Anna Meyerhoff Cole: Yes, 12 visits. We can also use them for required visits and those are not deducted from the employee's 12.

Russell Leeds: That includes behavioral and mental health?

Anna Meyerhoff Cole: Behavioral and performance issues.

Russell Leeds: Financial literacy type support?

Anna Meyerhoff Cole: Financial literacy would be from their 12. That would be something we would encourage a department to send someone for. If the department is going to send someone for issues in the workplace, that will not deduct from their 12.