

Meeting Date
October 24, 2017



AGENDA	
Section	Consent
Item No.	<i>II.C.2</i>

AGENDA REPORT
BREVARD COUNTY BOARD OF COUNTY COMMISSIONERS

SUBJECT:	Award Employee Assistance Program (EAP) Contract to Health Advocate under RFP # P-3-18-03.
DEPT/OFFICE:	Office of Human Resources/Employee Benefits

Requested Action:
 That the Board approves the award of contract with Health Advocate for Employee Assistance Program services effective 1/1/2018 as recommended by the Employee Benefits Insurance Advisory Committee (EBIAC). It is requested that the Board authorize the Office of Human Resources, Employee Benefits to negotiate and execute all agreements necessary to place coverage effective January 1, 2018 and authorize the County Manager to execute future renewal options within the agreed upon pricing parameters and with no material changes in the services provided during the term of this agreement.

Summary Explanation & Background:

On August 10, 2017 the Office of Human Resources/Employee Benefits published a Request for Proposals, in order to obtain proposals for comprehensive health care services through an employee assistance program (EAP) effective January 1, 2018.

Four (4) proposals were received by the August 17, 2017 deadline for EAP services. The County's Employee Benefits Consultant, RobinsonBush, Inc provided an analysis of the responses which were reviewed by The Brevard County Employee Benefits Insurance Advisory Committee (EBIAC) on September 22, 2017. After evaluating and scoring the four proposals received, the EBIAC requested the incumbent, Aetna Behavioral Health and a second proposal from Health Advocate, be invited for interviews and to present their proposals to the EBIAC.

On October 6, 2017, The Brevard County Employee Benefits Insurance Advisory Committee (EBIAC) evaluated, scored and ranked the EAP providers interviewed and various program options under consideration. Based on those rankings the EBIAC recommended Health Advocate as the EAP provider for the Brevard County effective January 1, 2018.

Health Advocate's proposal offered a fixed rate of \$.95 per employee enrolled in the group health plan per month (PEPM) guaranteed for five (5) years (an initial 3 year agreement and 2, one year, renewal options), which would result in an estimated \$39,523 annual cost. This option replaces the current EAP coverage provided by Aetna and produces an estimated savings of \$27,459 per year during the contracts guarantee period compared to the incumbents proposed fee of \$1.61 PEPM for renewal of EAP services currently provided. Health Advocate guarantees that EAP Service Fees will increase by no more than 10% in any subsequent renewal term following the five year rate guarantee.

Coverage will be provided to all full-time employees and dependents, part-time employees and dependents, retired employees and dependents of Brevard County and the employer groups participating in the County's group health insurance program. Each Covered Person may receive six (6) counseling sessions (including the initial evaluation and assessment session(s) per problem per contract year with a Health Advocate Counselor through the Employee Assistance Program. Additional Work/Life balance programs are also included with this program and will be available to all covered members.

FISCAL IMPACT: The estimated \$39,523 annual cost for the contracted services will be covered through resources currently allocated in the Human Resources budget to Cost Center 389420, Fund Account 5051. This option replaces the current EAP coverage provided by Aetna and produces an estimated savings of \$27,459 per year (\$137,295 over the 5 year contract guarantee period) from the incumbents proposed fees for renewal of EAP services.

Exhibits Attached: EBIAC Ranking Sheet for RFP # P-3-18-03; Employee Assistance Program (EAP).

Contract /Agreement (If attached):		Reviewed by County Attorney	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>	PR	<input type="checkbox"/>
		Assistant County Manager				Department Director/ Extension		
County Manager Frank Abbate <i>FZA</i>		Assistant County Manager				Gerard Visco, Dir Human Resources x52031		



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October 25, 2017

M E M O R A N D U M

TO: Gerard Visco, Human Resources Director

RE: Item II.C.2., Approval of Award Employee Assistance Program (EAP) Contract to Health Advocate Under RFP #P-3-18-03

The Board of County Commissioners, in regular session on October 24, 2017, approved and awarded the contract with Health Advocate for Employee Assistance Program Services effective January 1, 2018, as recommended by the Employee Benefits Insurance Advisory Committee (EBIAC); authorized the Office of Human Resources, Employee Benefits, to negotiate and execute all agreements necessary to place coverage effective January 1, 2018; and authorized the County Manager to execute future renewal options within the agreement upon pricing parameters and with no material changes in the services provided during the term of this agreement.

Your continued cooperation is always appreciated.

Sincerely,

BOARD OF COUNTY COMMISSIONERS
SCOTT ELLIS, CLERK

Tammy Rowe

Tammy Rowe, Deputy Clerk

cc: Finance
Budget

**Consultant to Perform Brevard County Employee Assistance Program
#P-3-18-03**

RANKING SHEET

MEETING DATE: <u>October 6, 2017 Post</u> Date <u>Oct. 6, 2017 2:30 p.m.</u> through <u>Oct. 13, 2017 @ 5:00 pm</u>	PROPOSALS	
	Aetna Behavioral Health LLC	Health Advocate
COMMITTEE MEMBER		
Bonnie Urbano	2	1
Cecilia Burke	2	1
Chris DiSciascio	2	1
Ed Washburn	2	1
Jerry Visco	2	1
Jill Hayes	2	1
Karen Hirschmiller	2	1
Lisa Gillis	2	1
Molly Tice	2	1
Paula Berntson	2	1
TOTAL*	20	10
Committee unanimously selected Health Advocate to negotiate final contract for EAP Services		

*TOTAL EQUALS THE SUM OF INDIVIDUAL SCORER'S RANKS (i.e. 1st, 2nd, etc.)

**LOWEST TOTAL IS BEST RANKED OVERALL.

Help is only a phone call away

Employee Assistance

Your employee assistance program (EAP) is designed to help you lead a happier and more productive life at home and at work. Call for confidential access to a Licensed Professional Counselor who will help you define the problem clearly and assist you.

Get unlimited help with personal, family, and work issues such as:

- Stress, depression, anxiety
- Relationship issues, divorce
- Job stress, work conflicts
- Family and parenting problems
- Anger, grief and loss
- Addiction, eating disorders, mental illness
- And more!

Your counselor will either address your concerns during your sessions, or will refer you to appropriate licensed professionals, counselors or community resources for long-term help.

Plus, you have unlimited access to our Medical Bill Saver™ service for help lowering the balance on non-covered medical and dental bills.

Work/Life Balance

You can also reach out to a specialist for help with balancing work and life issues. Just call and one of our Work/Life Specialists can answer your questions as well as put you in touch with resources in the following areas...

Childcare Services

- Childcare centers
- Babysitter tips
- Family-run child care homes
- Community resources
- Nanny agencies
- Pre-schools

Eldercare Services

- Assisted living
- Nursing homes
- Independent living
- Adult day care services
- Geriatric care managers
- Adults with disabilities

Legal Services

- Personal/family elder law
- Real estate
- Identity theft

Financial Services

- Debt management
- Budgeting
- Credit report issue

Additional features

- Medical Bill Saver™ service for help lowering the balance on non-covered medical and dental bills.

Who is covered?

Health Advocate is available to eligible employees, their spouses or domestic partners, dependent children, parents and parents-in-law.



24/7
Support

877.240.6863

Email: answers@HealthAdvocate.com
Web: HealthAdvocate.com/members