



**County of El Paso
Agenda Item Details**

Item Title: Approve and authorize the award of RFP 24-016 Third Party Administration for Health, Dental, and Related Benefits for the El Paso County, Texas, Human Resources Department

Submitted By: Karen Davidson, Purchasing Agent

Department: Purchasing

Department Phone Number: 915-273-3349

Subject: Approve and authorize the award of RFP 24-016 Third Party Administration for Health, Dental, and Related Benefits for the El Paso County, Texas, Human Resources Department to the top Three (3) scoring firms; Aetna Life Insurance Company of Hartford CT, for Dental Services; Health Care Service Corporation A Mutual Legal Reserve Company dba Blue Cross Blue Shield of Texas of Richardson TX, for COBRA EAP, Health, Pharmacy, Section 125, and Stop Loss Services; and United HealthCare Services Inc., of Minnetonka MN for Medicare Advantage Services. Purchasing approved on September 17, 2024. Funds are available in IS-HEALTH-HEALTH/DENTAL CLAIMS.

Background: The County of El Paso was seeking Request for Proposals (RFP) to solicit proposals from qualified vendors (“Vendor”, “Vendors”, “Offeror” or “Offerors”) for Third Party Group Medical and Dental Plan Administration, Pharmacy Benefit Management, Stop Loss Reinsurance / Employee Assistance Program, Section 125 Plan Administration (Flexible Spending Accounts, Dependent Care Accounts) and Health Savings Account Administration, COBRA Administration for the El Paso County, Texas (the “County” or “Issuer”).

RFP Advertised:	April 14, 2023, and April 21, 2023
RFP Opening:	June 6, 2024
Vendors Notified:	320
Notifications Viewed	15
Vendors Responding:	5
Contract Term:	Four (4) years, and the County has the option to extend the agreement for two additional one-year terms. The County will also consider a 6- or 10-year

agreement with the ability to add subcontractors through the awarded vendor to administer related programs.

Proposals were received and evaluated by a committee consisting of representatives from the County Human Resources Department. The Purchasing Department facilitated the evaluation process. Evaluation criteria included:

- Quality of Services Offered
- Fee/Cost Structure
- Value Added Benefits
- Technical Capabilities
- Customer Service
- Financial & General information
- References
- Health Insurance to Employees

The evaluation team reviewed, scored, and ranked the firms against the evaluation criteria Aetna Life Insurance Company of Hartford CT, for Dental Services, Health Care Service Corporation A Mutual Legal Reserve Company dba Blue Cross Blue Shield of Texas of Richardson TX, for COBRA, EAP, Health, Pharmacy, Section 125, and Stop Loss Services, and United HealthCare Services Inc. of Minnetonka MN for Medicare Advantage Services was determined to be the most qualified firms to meet the County's needs.

RFP Number:

Advertising Period Start: N/A

Advertising Period End: N/A

Number of Venders Sent To: N/A

Number of Venders Sent Responded: N/A

Fiscal Impact:

Fiscal Impact Historical

Fiscal Impact Projected

Funds available in:

IS-HEALTH-HEALTH/DENTAL CLAIMS

COIS-5001-0000000-431-10-10000-0001-00000-540007-

Long Account Number: Amount:

Long Account Number: COIS-5001-0000000-431-10-10000-0001-00000-540007- Amount:

Budget or Unbudgeted Match:

Recommendation:

.Approve and authorize the award of RFP 24-016 Third Party Administration for Health, Dental, and Related Benefits for the El Paso County, Texas, Human Resources Department to the top Three (3) scoring firms; Aetna Life Insurance Company of

Hartford CT, for Dental Services; Health Care Service Corporation A Mutual Legal Reserve Company dba Blue Cross Blue Shield of Texas of Richardson TX, for COBRA EAP, Health, Pharmacy, Section 125, and Stop Loss Services; and United HealthCare Services Inc., of Minnetonka MN for Medicare Advantage Services. Purchasing approved on September 17, 2024. Funds are available in IS-HEALTH-HEALTH/DENTAL CLAIMS.

Prior Action:

On Monday, April 8, 2024, Commissioners Court approved the RFP process.

Strategic Plan:

Goal:

null

Objective:

Strategic Plan Information:

**Estimated Time Needed
For This Item:**