

C.



Hub International Insurance Services

Phone: 915-206-6023

Fax: 866-399-3972

Invoice # 4128349

Page 1 of 1

ACCOUNT NUMBER	DATE
COUNOFE-01	05/16/2025
BALANCE DUE ON	AMOUNT DUE
05/21/2025	\$4,087.50

County of El Paso
Attn: Samuel Trujillo
800 E. Overland Suite 223
El Paso, TX 79901

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www.hubinternational.com/paymybill

Group Consulting Fee

PolicyNumber: CONSULTINGCLIENT

Effective: 01/01/2025 to 01/01/2026

Item #	Trans Eff Date	Due Date	Trans	Description	Amount
50361625	05/21/2025	05/21/2025	AFEE	March 1, 2025 - April 30, 2025 Consulting Fee	\$4,087.50
Policy Invoice Balance:					\$4,087.50
Total Invoice Balance:					\$4,087.50

ADDITIONAL PAYMENT OPTIONS

PAY BY CHECK

Please remit your payment to:

HUB International
PO Box 1770
El Paso, TX 79949

*** PREMIUM FINANCING OPTIONS MAY BE AVAILABLE UPON REQUEST; PLEASE CONTACT YOUR HUB REPRESENTATIVE ***

*** PLEASE RETURN A COPY OF THIS INVOICE WITH YOUR CHECK, AND REFERENCE ON THE PAYMENT YOUR INVOICE # 4128349 ***

Client
Service Date
Invoice Date:

County of El Paso
March 1, 2025 - April 30, 2025
May 21, 2025

Person Key

TP	Ty Petty, Consultant
PA	Patrick Avila, Account Executive
LB	Liz Bibeau, Account Executive
DL	Debbie Lopez, Data Analyst

Scope Key

1 - 14 Refer to Scope of Services Monthly Tracking Report for descriptions

Task Key

C	Correspondence: e-mail, mail, telephonic followed by items of discussion
M	Meeting, followed by topic
R	Research, followed by topic
A	Analysis - followed by topic

Description Keys - for recurring tasks

ERRP		Early Retiree Reinsurance Program A program allowing the County to potentially receive a subsidy on eligible claims
GASB		Governmental Account Standards Board - GASB released rulings that require the reporting of post employment benefit liabilities. The ruling requires public entities to perform periodic actuarial attestation to calculate the present value of retiree health benefits, and also a reporting of the findings. HUB has coordinated the bi-annual attestation historically with its subcontracted actuarial partner, G.P. Monnin Consulting. HUB's involvement in the evaluation consists of collecting the needed data, addressing and coordinating the question and answer process between the actuary and the County, reviewing the findings and providing input on the findings.
Meeting Preparation		Prior to standing meetings, we review and analyze the data reporting and updates, and continually update our tracking analysis of key indicators on plan performance, conduct additional research as necessary, and prepare summary reports for the upcoming meetings.
PBM		Pharmacy Benefit Manager - The County contracts with a PBM to provide administrative services that support the prescription drug benefits offered through the self funded health plan. Administrative services include maintenance of a retail and mail order drug store network, administration of the eligibility and generation of prescription drug cards, maintenance of preferred drug lists and specialty drug programs, report generation, customer service support to members, and support of the Retiree Drug Subsidy program with CMS. The services of the PBM are reviewed competitively through the County's established purchasing process. HUB reviews the PBM performance, assists in agreement and contract review and interpretations, assists in the purchasing process, reviews and reports upon financial and plan performance, and assists in plan design, benefit interpretations and other issues or disputes that may arise.
Plan Documents (SPD)		The plan documents, sometimes referred to as the Summary Plan Description (SPD), are written descriptions of the benefits provided through the County's self funded benefit programs. On occasion the documents need interpretation, review, or revisions to accommodate changes in the plan of benefits, compliance with certain regulations, clarification of benefits provided or limitations and exclusions.
RFP or RFQ		Request for Proposal, Request for Qualifications - These are procurement processes that the County uses to solicit offers in accordance with its established purchasing procedures. HUB assists the County in these processes by providing the criteria of the scope of services provided for each contract. The Purchasing Department controls the entire process, while the RPB and HR with support from HUB provide content, raw data, a document outlining the desired services and answers to questions. HUB assists the County in the assimilation of the received information in accordance with predetermined formats and time frames. HUB assists the evaluation process with education and explanation of terms and offers. The process performed by HUB involves structure of the documents, education of the evaluation parties, support in question and answers, assimilation and summarization of offers, mathematical analysis and forecasting of the impact of offers and concepts, assistance in negotiations and presentations, and assistance in execution of final agreements.
RPB		Risk Pool Board
Section 125 Plan		The County makes available to its employees an opportunity to have contributions to eligible plans payroll deducted on a pre-tax basis as allowed under Section 125 of the Internal Revenue Code. Employees may also set aside monies on a pre-tax basis for qualified expenses (the Flexible Spending Account), eligible dependent care expenses, and eligible parking expenses. The County has a contract with a Section 125 plan administrator to provide record keeping and claim reimbursement processes. The performance of the contractor occasionally generates service or compliance questions or issues that need to be reviewed and addressed.
Stop Loss Reinsurance		The County purchases reinsurance through stop loss agreements. These agreements are renewed and reviewed annually. The County may or may not bid the contract on an annual basis. When a new vendor is selected, new agreements need to be reviewed and executed. HUB assists the County in accordance with its established procurement practices, in the review and negotiation of terms of the agreements.
TPA		Third Party Administrator - the TPA provides administrative services for the self funded benefit programs. The services provided include customer service, claims administration, eligibility transfers to other vendors, provider network management, report generation, on-site clinic service management, and other related services to support the operation and management of the self funded programs. The contract for these services is reviewed periodically through the County's established procurement process. On occasion service or performance issues arise and HUB assist the County and RPB in issue resolution.

County of El Paso
March 1, 2025 - April 30, 2025
May 21, 2025

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HUB International Insurance Services (Benefits Consulting Summary)

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