

Business Item

Management Committee



Committee Meeting Date: August 14, 2024

For the Metropolitan Council: August 28, 2024

Business Item: 2024-177

Active Medical and Dental Claims, HRA Administration, Wellness Programming, Stop Loss Insurance, Contract 24P000

District(s), Member(s):	All
Policy/Legal Reference:	FM 14-2 Expenditures for the Procurement of Goods, Services and Real Estate Policy; FM 14-1 Procurement Policy; Minn. Stat. §473.129
Staff Prepared/Presented:	Michelle Murray, Sr HR Manager, Benefits, 651-602-1390; Marcy Cordes, Chief Labor Relations Officer, 651-602-1582
Division/Department:	Regional Administration/Human Resources

Proposed Action

That the Metropolitan Council authorize the Regional Administrator to negotiate and execute contract 24P000 with HealthPartners to provide active medical and dental claims administration, health reimbursement account (HRA) administration, wellness programming, and stop loss insurance in an amount not to exceed \$29,327,000.

Background

The Council provides medical and dental plans access to approximately 4,100 active eligible employees and their eligible dependents, which includes a bundled solution for medical and dental claims administration, health reimbursement account (HRA) administration, stop loss insurance, wellness programming, and pharmacy benefits. The medical plan network includes different tiers of network providers to support Council medical plan designs and support tools to help members select quality care.

The Council medical and dental plans provide: Medical and dental claim processing, a national health and dental plan network; pharmacy benefit management for prescription services; utilization management; disease management; stop loss insurance; health improvement and health education including a health coach and health assessment incentives; wellness programs such as gym club discounts, Omada and healthy pregnancy, customer service; custom communications and benefit education support; and reporting and analytics for active employees;

A Request for Proposals was issued on February 27, 2024. A pre-proposal meeting was hosted by Council staff that outlined the solicitation requirements, discussed project specifications and responded to plan holder inquiries. There were fourteen registered plan holders, thirteen prime proposers, one plan room, and five of the plan holders identified as minority, woman, veteran, small or disadvantaged enterprises. On March 28, 2024, the Council received four proposals for the consideration of award.

An evaluation panel represented by Council staff and a consultant that served as a technical advisor evaluated the proposals using the following criteria: administration; network and access; care management and wellness; communications and tools; qualifications; and price. Staff received input on technical details, analysis and current market insights from the consultant that

support the evaluation panel consensus and recommendation that the proposal submitted by HealthPartners is the most advantageous to the Council. The recommendation includes the addition of a noncompetitive award for the performance of professional dental plan administration services in an amount not to exceed \$1,134,000.

Rationale

The execution of a professional service contract exceeding \$500,000 requires Council approval.

Thrive Lens Analysis

Active medical and dental claims administration, HRA administration, wellness programming, and stop loss insurance provides supports the Thrive outcome of stewardship and sustainability by providing quality health care coverage and support for the healthy lifestyles of our employee population. Financial Stewardship is furthered by providing services at reasonable rates, sustainable cost over the next five years and continuity of services.

Funding

Funding for medical and dental claims administration and wellness programming is considered in premium rate setting for the self-funded medical reserve account.

Small Business Inclusion

The Office of Equity and Equal Opportunity (OEEO) thoroughly reviewed this procurement for Metropolitan Council Underutilized Business (MCUB) opportunities in accordance with federal and state laws and regulations as well as contract specifications. Upon conclusion of OEEO's research and analysis, no MCUB goal was set.

