Trindel
Insurance Fund
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TRINDEL BOARD MEETING **AGENDA ITEM: E**
September 2014

SUBJECT: Employee Assistance Program expansion to Humana Vitality Wellness

ACTION FOR CONSIDERATION: Authorizing Executive Director to sign a Per member per month contract with Humana Vitality.

BACKGROUND:

I asked my contacts at Humana Vitality and Sebbins to provide me with a quote on the cost of Trindel member counties participating in the Humana Vitality program and have attached that cost estimate. There are two tabs on the worksheet:

- Trindel Insurance Fund Proposal
- TIF Saving Model

Cost Proposal is figured on a Per Member Per Month (PMPM) basis.

- Estimated PMPM is $5.23
- $3.52 Humana Vitality program + $1.71 Vitality Bucks (online mall/reward program) = $5.23/per member per month

There is an additional program (optional) for purchasing healthy foods at Walmart that adds $0.33. As we do not have many WalMart stores in our counties I asked them not to include this cost. It can be added in at any time.

Humana is an online web based program so web access is a must for those wanting to participate. While there is some call in personal coaching available this is really based on participating through their web portal. The portal can be accessed at work (firewall permitting) and at home.

The second tab on the worksheet is the estimated costs and savings based on an estimated participation of level of 3,170 employees. We will not reach that level, we do only pay for the number of people that we (each county) say are eligible. Each county can set the number of participants (base) they choose and the rate is based on the eligible number plus any participants over than contact number.

Example:
Trinity County base 200 participants (200x $5.23= $1,046 per month) an additional 15 sign-up (15 x $5.23 =78.45 month) total monthly invoice of $1,124.45. Annual cost of $13,493.40

Del Norte County base of 200 (200 x $5.23 = $1,046 per month) only 150 participate total monthly rate is paid on the 200 base level = $1,046. Annual cost of $12,552.

Both cost and savings are generated on the level of participation.

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- Invoicing/Billing: Direct to Trindel with a total for each county. (Includes Trindel staff)

I find their estimated savings to be pretty accurate, 1.8% cost of claims and indirect saving over the course of the 3 year contract.

At this point I am working on getting webinar scheduled for a view of their portal and will let you know when that is scheduled.

While there is a bit more to learn Humana Vitality certainly seems the right choice if we are to offer a Wellness Program

Randy

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FISCAL IMPACT: $5.23 per member per month. See Attached

RECOMMENDATION: Authorizing Executive Director to sign a Per member per month contract with Humana Vitality.