

Employee Benefits Insurance Advisory Committee Meeting January 29, 2025

Attendees: Kika Golan, Liz Alward, Janette Gianella, Darcie McGee, Gregory Pelham, Jill Hayes, Karen Hirschmiller, Maria Mair, Ron Forknall, Ryan Barrack, Jerry Visco, Bonnie Urbano, Ernie Harrington, Roxanne Van Camp, Joan Horne, Megan Connors, Melissa Powers, Gina Liccini, Rebecca Acosta, MaryAnna Draper

Public

Attendees: None

Melissa Powers, Human Resources Director, brought the meeting to order and thanking everyone for coming to the meeting today. Powers introduced Gini Liccini, Benefits Consultant, RobinsonBush. Powers indicated from the previous meeting, April 30, 2024, several of the members agreed to form a subcommittee to participate in the Benefits Administration RFP (Request for Proposal) process. Powers indicated the company CBIZ has been utilized since 2009, which there has been a few challenges, e.g. rate issues, configuration issues, etc. and technology not keeping up with what the County needs. Powers stated the decision was made to see what other options the county might have, thus an RFP was requested and Liccini oversaw this, which the committee selected the company AntFarm.

Liccini began with a slide presentation. Liccini indicated the intention was to find a “long-term” vendor for the County. Four companies responded: AntFarm, Benelogic, Selerix, and Winston, as AntFarm was selected.

Enrollment System RFP Update

- Released: November 18, 2024
- Response Deadline: December 12, 2024
- Selection Committee Meeting: January 7, 2025
- Vendor Interviews and System Demos: January 23, 2025

Objective: Seeking a long-term relationship with a vendor who has the ability to offer Annual Online Enrollment, New Hire Enrollment, Qualifying Life Event (QLE), and/or Special Enrollment to all eligible employees, retirees, and/or surviving dependents for the Brevard County Human Resources Department.

Responses: Four (4) proposals received from AntFarm, Benelogic, Selerix, and Winston Financial.

Selected Vendor (Intent to Negotiate): AntFarm



Liccini continued with slide #2, that AntFarm is also known as PlanSource, as AntFarm is know a reseller. See slide below with the experience, services and support, and the tools that AntFarm utilizes. Liccini noted that the FRS interfacing was a differentiator from the other proposers. Powers added the user-friendly site for the County employees.

AntFarm (PlanSource)



Experience

- PlanSource Premier Status Re-Seller
- Experience with CBIZ transitions
- 75+ government entity clients
- 3 clients with current FRS interfacing
- Multi-agency administrator access
- Interfaces with multiple payroll systems
- Historical data import, migration, and storage

Services & Support

- Employee & Retiree Benefits Administration
- New Hire Enrollments
- Qualified Life Events
- ACA Reporting & Tracking
- COBRA Administration
- Dedicated account manager, configuration manager, and in-house EDI team

Tools

- Mobile-responsive site
- Standard and custom reporting
- Communication module with unlimited text/SMS and email
- Employee Decision Support (Decision IQ)
- Dependent Verification (Dependent IQ)
- Administrator trainings



Kika Golan posed a question if anyone from the County's IT Department was on the committee. Powers indicated that was very important for the County to have a good resource and to have the "specs" reviewed so the team members could make an informed decision. Golan also wanted to know who was on the selection committee. Powers stated: Ron Forknall, Rebecca Acosta, Maria Mair, Greg Pelham, Cary Agcaoili (HR Accountant II, as she handles the FRS recording entries), Lois Boisseau IT Deputy Director.

Liccini indicated that many companies especially school systems that utilize their services. This was the slide that AntFarm used during their presentation. See below. Liccini noted that most school districts do have complex eligibility rules and regulations and payroll configurations.



Liccini followed up with next steps for the County. Liccini stated that the CBIZ contract is set to expire on August 31, 2025. The Soft-Implementation is set for June 2025 hopefully working out any issues before Open Enrollment in October 2025, which the

platform will be live for all everyone, as January 2026 will be live with AntFarm. See the slide below.



Next Steps

- January – March 2025
 - Notice of Intent to Negotiate with AntFarm
 - Contracting and Board Approval
 - Begin implementation and coordinate transition with CBIZ
- June 2025
 - Soft-implementation for new hires and QLEs
- October 2025
 - Open Enrollment on AntFarm platform
- January 2026
 - Go Live



Liccini wanted to know if there were any questions.

Powers stated the next step is negotiating the contract and pricing. Powers pointed out that the pricing with the four bidders, the pricing was close; however, the price will be more than CBIZ, even perhaps double the cost. Powers stated the pricing for CBIZ is over \$118,000.00 per fiscal year plus or minus. Powers continued that the prices will double, as everything costs more now; however, the benefits will be much greater on what the County will receive.

Jerry Visco wanted to know what the delta was between vendors #1 and #2. Ron Forknall noted that it was not a huge difference between AntFarm and Benelogic. Powers stated the lower number for the scoring is better. AntFarm 5; Benelogic 8; Selerix 11; and Winston 13. Powers stated that CBIZ intended to submit a bid; however, the deadline passed, and they called Purchasing to see if they could submit a bid; thus they were not able to provide a bid. Powers and Liccini indicated some strong points regarding AntFarm: mobile access is compatible, different options for communication tools, unlimited texts, emails, automated messaging, and much more user friendly. Forknall indicated the doubling of the price for AntFarm was in line with the other bidders, as well.

Powers indicated this needs a full committee vote. Visco made a motion to accept the Committee's recommendation, seconded by Jill Hayes, all in favor, all approved.

Powers wanted to bring up to the Committee that the Actuary Report is in process and once finalized, that will be brought back to the next meeting, March 2025. Powers also stated, that at the next meeting, she wants to talk about a few changes to the Pharmacy Program. Powers expressed the Pharmacy Audit has just been completed and there is "good feedback." Powers mentioned that the Pharmacy expenses have had high increases and wants to look at ways to better improve the Pharmacy Program, make it better for the employees, and more cost effective for the plan.

No further business, the meeting adjourned, 9:24AM.