

Section 125 Cafeteria Plan, Health Savings Account, Employee Reimbursement Account, and Commuter Fringe Benefit Account Programs Request for Proposals

 Item 12C – Group Insurance Board

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Office of Strategic Health Policy





Action Needed

- Requests approval from the Group Insurance Board (Board) to issue an RFP to select a vendor(s) to provide Administrative Services for:
 - Section 125 Cafeteria Plan
 - Health Savings Account (HSA)
 - Employee Reimbursement Account (ERA) and
 - Commuter Fringe Benefit Account Programs
- Effective for Jan. 1, 2026

Contract Terms

Contract Terms	HSA	Section 125/ERA	Commuter Benefits
Original Contract Term	May 7, 2019 – Dec. 3, 2021	May 7, 2019 – Dec. 3, 2021	May 7, 2019 – Dec. 3, 2021
First Extension <i>(Approved Feb. 17, 2021)</i>	January 1, 2022 – Dec. 31, 2023	January 1, 2022 – Dec. 31, 2023	January 1, 2022 – Dec. 31, 2023
Second Extension <i>(Approved May 18, 2022)</i>	January 1, 2024 – Dec. 31, 2025	January 1, 2024 – Dec. 31, 2025	January 1, 2024 – Dec. 31, 2025



Pre-Tax Savings Accounts Program



Health Savings Account



Employee Reimbursement Accounts

- Health Care Flexible Spending Account (FSA)
- Limited Purpose (FSA)
- Dependent Day Care Account



Commuter Fringe Benefit Accounts

- Parking Account
- Transit Account

Section 125 Cafeteria Plan

RFP will include a vendor to support ETF's Section 125 Cafeteria Plan:

- Provide expert guidance regarding plan documents
- Establish accurate and current plan documentation to avoid compliance issues
- Conduct non-discrimination testing on a consistent annual basis
- Provide guidance as IRS regulations changes

RFP Components

Component 1

Section 125 Cafeteria
Plan





Employee
Reimbursement Account

Commuter Fringe
Benefits



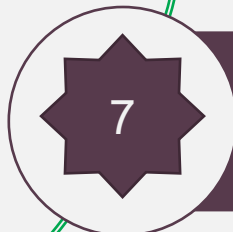
Component 2

Health Savings Account

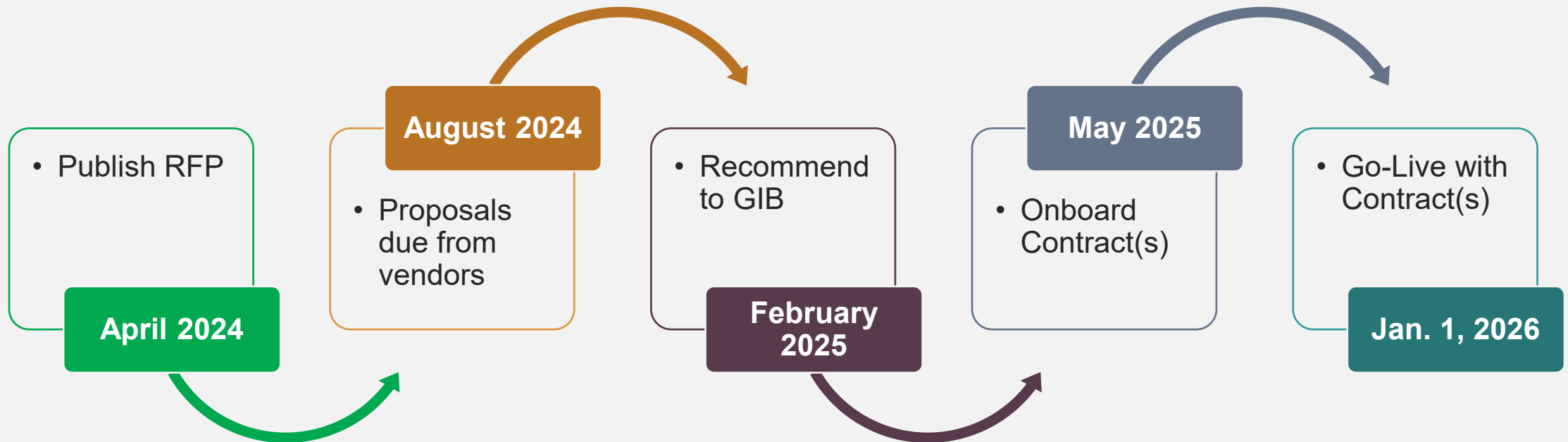
RFP Goals

-  Delivering high quality benefits and services
-  Delivering an easy-use technology platform for claims substantiation
-  Implementing contracts that reflect industry best practices
-  Championing member communication, engagement, and education

RFP Goals – Continued

-  Improving debit card functionality for all pre-tax saving accounts
-  Offering the ability to submit reoccurring claims for a Dependent Day Care Account
-  Offering enhanced and straightforward end-year reporting

Propose RFP Timeline





Action Needed

- ETF recommends the Board approve the development and release of an RFP to select a vendor(s) to provide Administrative Services for:
 - Section 125 Cafeteria Plan
 - Health Savings Account (HSA)
 - Employee Reimbursement Account (ERA) and
 - Commuter Fringe Benefit Account Programs
- Effective for Jan. 1, 2026

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Questions?

Thank you



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