

Benefit Comparison

RFP 2022-01, Employee Assistance Program (EAP) Administration



PLAN DESIGN				
		Current	Market Option 1	Market Option 2
Service Provider		INOVA	Cigna	INOVA
Who is Eligible:		All Employees	All Employees	All Employees
Members and Dependents (Associated Family Members)		Yes	Yes	Yes
COST ANALYSIS				
	Employee Count			\$1.04 PEPM without bank of time/\$1.11 PEPM with additional bank of 15 Hours time for orientations, supervisory trainings and health fairs.
PEPY Rates	3,223	\$1.30 PEPM	\$1.43 PEPM	\$1.11 PEPM
Annual Cost		\$50,279	\$55,307	\$42,930
\$ Difference from Current			\$5,028	-\$7,348
% Difference from Current			10.0%	-14.6%
PLAN PROVISIONS				
Rate Guarantee			32 Months	60 Months

*INOVA pricing shown includes 15 Hours of Account Manager Time, Orientations, Health Fairs, and Critical Incident Time & 10 Hours of Trainings and Seminars