

**State of Arkansas**

**Scope of Work - Employee Health Benefits Consulting Services**

**Fees are proposed as "not to exceed". Alliant is willing to negotiate fees and structure through finalist process if selected. Ultimate customer satisfaction is our goal. If an extension is requested, we are willing to apply paid amount toward an annual contract.**

Service Offering	Fees
<b>A. Strategy/Design/Vendor Management/Procurement</b>	<b>\$200,000</b>
Development of Multi-Year Strategic Plan including legislative framework/compliance <ul style="list-style-type: none"> <li>* Legislative initiated funding</li> <li>* Employer subsidy</li> <li>* Plan design consideration</li> <li>* Network operations</li> </ul>	
Review of employee contribution strategy	
Review of concepts such as Value Based Contracting and Episode of Care contracting for various medical procedures	
Review economic impact of pre-tax premiums via the public school's cafeteria plans and how those tax savings could be used to benefit the PSE plan as future premium subsidy	
Review economic impact of revising public school contributions to a methodology similar to state funding	
Analyze plans/conduct vendor RFPs <ul style="list-style-type: none"> <li>* Provider network reimbursement</li> <li>* Employer contribution strategy</li> <li>* Administration expenses</li> <li>* Plan design comparisons</li> <li>* Market-based benchmarks</li> <li>* Quality initiatives</li> <li>* Alignment with overall strategy</li> </ul>	
Develop spectrum of plan options taking into account economic, logistic, legal and political ramifications	
<b>B. Benchmarking</b>	<b>\$100,000</b>
Comprehensive market based analysis of large self-funded employers (governmental and private sector) <ul style="list-style-type: none"> <li>* Member premium cost share as a percentage of the monthly health plan premium</li> <li>* Member cost share from a plan design perspective (deductible, copays, coinsurance, out of pocket max)</li> <li>* Member participation rates by plan option and coverage tier (EE, EE+SP, EE+CH(ren), Family)</li> </ul>	
Benchmarking include both fully-insured and self-insured large employer groups	
Comprehensive provider network analysis and actuarial analysis of paid claims to benchmark against published rates for Medicare fee for service	
Comprehensive review of participation rates, plan designs and costs for the last 15 years	

Benchmark/review of other public employee plans throughout the state for employers outside	
<b>C. Data Analytics</b>	<b>\$110,000</b>
Demographic analysis including opt out members of the plan * Analysis will provide Subcommittee with a better understanding of the economic impact of the premium at the current rate compared to salary * Use analysis to examine the impact of and present options such as possible salary adjustment factor or other income based element to the current employee premium schedule	
Comprehensive review of Centers of Excellence related to quality keeping in mind the State and	
<b>D. Project Management</b>	<b>\$100,000</b>
Weekly status updates to the BLR	
Attendance at monthly Subcommittee meetings to present monthly status reports	
<b>E. General Services</b>	<b>\$75,000</b>
Assist with draft legislation based on recommendations adopted by the Subcommittee	
Assist with draft of final report for Subcommittee to submit to Arkansas Legislative Council	
Gather information from and meet with interested stakeholders	
Attend meetings, as requested, of the Subcommittee, Arkansas Legislative Council, and other legislative committees	
<b>F. Compliance</b>	<b>\$30,000</b>
Analysis of all current legislation applicable to the Plans and recommendations for draft legislation to aid in the strategic growth of the Plans and improved financial viability	
<b>G. Ad-hoc Requests</b>	<b>\$100,000</b>
Respond to research requests and data inquiries	
<b>TOTAL FEES (INCLUDING TRAVEL AND EXPENSES)</b>	<b>\$715,000</b>