

Alliance Alert



Employee Assistance Program Services

The Public Employee Benefits Alliance (PEBA) was created by a group of Texas Government leaders working together for over a year to develop strategies to manage the rising costs of healthcare benefits. PEBA was established in January 2006 and was created pursuant to Chapter 791 of the Texas Local Government Code, the Purchasing Program Chapter 271 of the Texas Local Government Code and all other applicable provisions of Texas Law. PEBA membership is open to all Texas Local Governments who pay an annual membership fee and execute a PEBA Participating Interlocal Agreement. However, Local Governments who are members of one of the political subdivision Pools will obtain automatic annual PEBA membership through the participating Pool. An additional per proposal fee is established for proposal participants for all non-Pool members.

PEBA's mission is to support the individual members by providing: negotiation services to manage the spiraling cost of healthcare and related benefits, work through the alliance procurement model to purchase healthcare and related benefits a competitive price, and contractual negotiations which will include vendor service accountability requirements. In order to accomplish this mission, PEBA makes a commitment to negotiate on behalf of the membership affordable, high-quality healthcare and related benefits and services.

The PEBA Board met on April 8, 2016 and made the decision to retain Deer Oaks for the PEBA Employee Assistance Program Services. The PEBA Board approved the PEBA Administrative Services staff to execute a three year contract extension with Deer Oaks.

The term of the Deer Oaks contract will commence on September 1, 2016 through August 31, 2019. To be eligible for the new PEBA contract, the membership will be required to sign a Letter of Intent. In addition, Deer Oaks has stated that if a PEBA member would like to implement Deer Oaks prior to September 1, 2016, they would honor the new PEBA fee schedule pricing below in bold font.

Services	Old Deer Oaks	New Deer Oaks
3 Session Pricing	1-5000 PEBA lives --- \$1.07 PEPM 5001-10000 ----- \$1.02 PEPM 10001-15000 ----- \$0.96 PEPM 15001-20000 ----- \$0.90 PEPM 20001+ ----- \$0.89 PEPM	1-5000 PEBA lives---- \$1.07 PEPM 5001-10000 ----- \$1.02 PEPM 10001-15000----- \$0.96 PEPM 15001-20000----- \$0.90 PEPM 20001+ ----- \$0.89 PEPM
6 Session Pricing	1-5000 PEBA lives --- \$1.37 PEPM 5001-10000 ----- \$1.32 PEPM 10001-15000 ----- \$1.27 PEPM 15001-20000 ----- \$1.22 PEPM 20001+ ----- \$1.19 PEPM	1-5000 PEBA lives---- \$1.37 PEPM 5001-10000 ----- \$1.32 PEPM 10001-15000----- \$1.27 PEPM 15001-20000----- \$1.22 PEPM 20001+ ----- \$1.19 PEPM
8 Session Pricing	1-5000 PEBA lives --- \$1.67 PEPM 5001-10000 ----- \$1.62 PEPM 10001-15000 ----- \$1.58 PEPM 15001-20000 ----- \$1.53 PEPM 20001+ ----- \$1.49 PEPM	1-5000 PEBA lives---- \$1.67 PEPM 5001-10000 ----- \$1.62 PEPM 10001-15000----- \$1.58 PEPM 15001-20000----- \$1.53 PEPM 20001+ ----- \$1.49 PEPM
Session Pricing Details	Pricing is based on total of all PEBA lives collectively. As of May 2013 PEBA lives covered with Deer Oaks falls within the 5001-10000 pricing. <u>Census and Fee Schedule will be updated quarterly.</u>	
EAP Coverage Extends to	Employee, Spouse, Domestic Partner, Dependents, Roommates and all persons residing in the same home as the covered Employee. Students are also covered when they are away at college/higher learning. There is no set age limit for student coverage.	

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Former Employees	Former employees may continue to access the services for up to 6 months after their separation from the employer, at no cost to the Employer or Former Employee.	
Retirees who ARE covered under a health plan with/through their former Employer after retirement (i.e.; same plan as Active Employees, Retiree plan and/or Medicare Supplement plan)	Retirees may continue to access services for the life of the contract, at no cost to the Employer or Retiree.	
Retirees who are NOT covered under a health plan with/through their former Employer after retirement	Retirees may continue to access services for the life of the contract, at no cost to the Employer or Retiree.	
Pricing Details	<ol style="list-style-type: none"> 1. Deer Oaks will offer the new PEBA pricing for any new group adding EAP services under the PEBA contract between now and 8-31-2019. 2. Deer Oaks will allow any current clients to move under PEBA's pricing effective 9-01-2016 upon written request from the client, with an active PEBA membership. 3. Deer Oaks will review the census once every quarter, and will make any adjustments to pricing effective the following month. 4. Deer Oaks is offering a 3 year pricing guarantee eff 9-1-2016. 	
Education Hours - 4 week notice required with a minimum of 10 attendees	20 hours of onsite training per Employer group. PEBA will promote and support webcast seminar education for smaller employers.	
Education/Seminar Topics (this is in addition to the website/online resources)	Deer Oaks offers employee and supervisor orientations, DOT Reasonable Suspicion Training, DOT Drug and Alcohol Awareness Training, and more than 100 educational seminars available to the Employer Group on a variety of work/life, wellness and EAP topics in the following categories: People Management, Caregiving, Financial, Legal, Wellness, Personal and Professional Development, and Global issues.	
Legal/Financial Seminars	Legal and Financial Seminars are included in the above bank of 20 hours, but are limited to no more than four (4) legal and four (4) financial seminars per year per entity.	
Fitness-For-Duty Evaluation	Deer Oaks provides expert telephonic consultation dealing with decisions regarding the need for a Fitness-for-Duty (FFD) Evaluation and can assist in recommending a FFD facilitator and coordinating a referral to the provider. However, the employer is solely responsible to decide whether to refer an employee for a Fitness-for-Duty Evaluation. The County is responsible for working directly with the FFD provider, as well as paying for the Fitness-for-Duty Evaluation directly.	
Match to Insurance	\$0.05 PEPM	
Cost Plus Benefits EAP	DOT SAP Evaluations = \$550.00 per Evaluation Additional Seminars, Health Fair Participation, Orientations, On-site Management Consultations = \$150.00 per Hour per Clinician	
Cost Plus Benefits Wellness	Live Well Standard Wellness Coaching = \$0.46 PEPM <ul style="list-style-type: none"> • Live Well wellness web content and assessments • Four online healthy lifestyle management programs: <ul style="list-style-type: none"> ▶ LivingFree for smoking cessation ▶ LivingLean for weight management ▶ LivingFit walking program ▶ LivingEasy for resilience and stress management • Unlimited wellness coaching for all employees • An implementation kit • Monthly e-mail promotions • Quarterly newsletter • Quarterly utilization report • Online Health Risk Assessment On-Site Biometric Screenings: Venipuncture- full lipid (total cholesterol, HDL, LDL, and triglycerides) glucose, blood pressure, height/weight, and BMI = \$69.00 per employee based on a minimum of 100 test per site per shift	

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Services	Old Deer Oaks	New Deer Oaks
<p>Network Provider Includes</p>	<p><u>Types of providers included in network:</u></p> <ul style="list-style-type: none"> • Licensed Clinical Psychologists • Licensed Educational Psychologists • Licensed Psychologists • Licensed Clinical Social Workers • Licensed Social Workers • Licensed Professional Counselors • License Marriage & Family Therapists • Licensed Clinical Pastoral Therapist • Licensed Doctors of Medicine • Licensed Alcohol & Drug Counselors • Licensed Chemical Dependency Counselors <p>These providers are all licensed mental health professionals meeting the following NCQA credentialing standards:</p> <ul style="list-style-type: none"> • Possession of a minimum of a master's degree in a mental health discipline • Three years minimum post master's experience in the direct provision of clinical care • Current and unrestricted license as a mental health practitioner at the independent practice level • Maintenance of professional liability insurance at the level of \$1 million per occurrence and \$3 million aggregate • Attestation/disclosure to the existence of prior sanctions or limitations to license, malpractice claims history, the existence of felony convictions, and the ability to perform the essential functions of an EAP counselor 	
<p>Network Provider Does NOT Include</p>	<p><u>Types of providers NOT included in our mental health network:</u></p> <ul style="list-style-type: none"> • Unlicensed providers and interns • Attorneys • Financial Counselors • Work/Life Consultants • Receptionists/Administrative Staff • Trainers that are not also licensed counselors meeting the above standards 	
<p>Value Added Benefits</p>	<ul style="list-style-type: none"> • Unlimited Webinars • Unlimited telephonic management/organizational development consultations • Unlimited online access to the Deer Oaks website • Dedicated Account Management Team • Enhanced Customer Service Package • Confidentiality and HIPAA compliance • Coverage for employees and their household members. On a monthly basis, the actual population numbers will be updated and the monthly payment calculated on this number multiplied by the monthly per employee fee • 24-hour confidential access to the EAP through a toll-free Helpline • Confidential evaluation, referral, case management, and follow-up services • Same day emergency appointments for members making viable requests • Complete Work/Life services including legal/financial services, retiree assistance, child/elder care/daily living resources and referrals, Take the High Road Program and Work/Life online resources • Unlimited Critical Incident Stress Debriefings (CISDs) & crisis services • Direct client services throughout the State of Texas through a network of licensed, credentialed mental health professionals • Referrals to the most appropriate providers to include PEBA's health plans, low-cost community resources, and other facilities • Formal management referrals • Program evaluation and performance tracking to include quarterly utilization reports and Patient Satisfaction Surveys • Aggressive program promotion and proactive education • Up to 20 hours (per employer group) of on-site seminars. • Continued access to the EAP for all employees and their families for up to six (6) months post-employment • Continued access to the EAP for all retirees for the life of the contract 	

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Services	Old Deer Oaks	New Deer Oaks
% of zip codes with access to a provider within 10 miles	56.13% - % of zip codes with access to at least 2 providers within 10 miles (PEBA) 61.83% - % of zip codes with access to at least 1 provider within 10 miles (PEBA)	96.97% - % of zip codes with access to at least 2 providers within 10 miles (City of Irving)
For zip code with no provider within 25 or 30 miles, what is the average distance to a provider?	38.04 miles	

To learn more about PEBA Membership or how to access EAP services, contact PEBA:

Derrick Benn (800) 348-7879, ext. 6757

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Public Employee Benefits Alliance

www.BuyPEBA.org

LETTER OF INTENT

Enter your group's name here intends to access the PEBA Alliance Agreement with **Deer Oaks**. Enter your group's name here realizes the Alliance Agreement is a three year term and to access the Deer Oaks and PEBA Alliance Agreement, the employer must continue to be an active member of PEBA with appropriate annual membership and proposal fees paid in full. Each group will be required to enter into a separate agreement with Deer Oaks.

Contact information for the person that Deer Oaks should contact to begin implementation:

Name: _____

E-mail: _____

Phone #: _____

Letter of Intent Approved by:

Signature: _____

Printed Name: _____

Title: _____

Employer: _____