

Rutherford County COBRA Fees

	Infinisource (Current Costs)	ADP	Wage Works	PayFlex	Benefit Connection	P & A Group ⁴
Initial set-up charges, if any (Also indicate if no charges)	\$0.00	\$9,900.00	\$0.00	\$750.00	\$3,574.00 ²	\$0.00
Send Initial COBRA Notification, including separate dependent notices	Included	Included	Included	Included	\$6.00	Included
Qualifying event notification, including separate dependent notices	Included	Included	Included	Included	Included	Included
Subsequent event notification, including separate dependent notices	Included	Included	Included	Included	Included	Included
Separate HIPAA notices, including creditable coverage notices (no longer required but available if indicated)	N/A	N/A	\$3.00	\$0.00	N/A	N/A
Monthly fee per COBRA participant	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Monthly fee per COBRA eligible employee	\$0.87	\$0.40	\$0.60	\$0.55	\$0.65	\$0.40
Monthly fee for eligibility reporting to carriers	Included	Included	Included	not indicated	Included	Included
Annual Enrollment (Mailing / qualified beneficiary)	\$20.00	\$25.00	\$17.00	\$15.00 ¹	\$0.00 ³	\$0.00 ⁵
Preferred communication method of QE to vendor from RC	electronic data transfer	data file from current ADP	electronic data transfer	Secure FTP	secure email or manually by RC to vendor's website OR via SFTP	Secure FTP
Management Reporting	Included	Included	Included	not indicated	Included	Included
Annualized COBRA eligible employee fee	\$57,399.12	\$26,390.40	\$39,585.60	\$36,286.80	\$46,028.40	\$26,390.40
Annualized Annual Enrollment Mailing	\$1,320.00	\$1,650.00	\$1,122.00	\$990.00	\$0.00	\$0.00
Initial Set up fee	\$0.00	\$9,900.00	\$0.00	\$0.00	\$3,574.00	\$0.00
Total estimated first year	\$58,719.12	\$37,940.40	\$40,707.60	\$37,276.80	\$49,602.40	\$26,390.40

¹ PayFlex - additional postage charges will apply to Annual Enrollment Notices

² Benefit Connection - Initial set up fee equal to one month of service fee is waived if both FSA and COBRA admin awarded

³ Benefit Connection - additional postage charges will apply to Annual Enrollment Notices

⁴ P & A Group outsources administration to Infinisource (Rutherford County's current vendor)

⁵ P & A Group - additional postage charges will apply to Annual Enrollment Notices

Assumptions:

Current total number of eligible employees - 5,498

Number of annual enrollment mailings in 2014 - 66