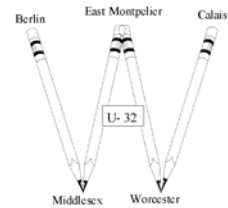


Washington Central Unified Union School District

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**WCUUSD Finance Committee
Meeting Agenda
9.14.21 8:30-9:30 a.m.
Central Office, 1130 Gallison Hill Rd., Montpelier
Via Video Conference**

<https://tinyurl.com/cdpf5ze3>

Meeting ID: 819 8939 8467

Password: 594495

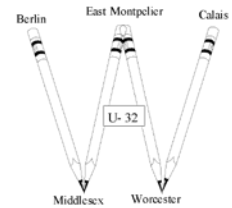
Dial by Your Location: 1-929-205-6099

1. Call to Order
2. Approve Minutes of 8.10.21 – pg. 2
3. Discussion/Action
 - 3.1. Accomplishments and Issues – pg. 4
 - 3.2. Transportation Committee, Timeline and Bid Process – pg. 6
 - 3.3. Copier Bid Process – In-house bidding or bidding agent (Specialized Purchasing Consultant) – pg. 7
 - 3.4. Budget Process and Timeline Draft # 1 – pg. 9
 - 3.5. U-32 Van Lease – pg. 13
 - 3.6. Appoint new third-party Administrator for HSA, FSA, HRA Administration – Further – pg. 14
4. Next Meeting Date and Future Agenda Items
 - 4.1. Capital fund project list for FY 2023 (incl. U-32 bathrooms and U-32 storm water)
 - 4.2. Quarterly Financial Update
 - 4.3. Budget Approval – Dental and HRA/S-125
 - 4.4. Energy Project Consultant
 - 4.5. Net Metering Proposal
 - 4.6. Extent of Board Involvement/Best Uses/Future Uses of Funds
 - 4.7. Articulating purpose of the Finance Committee
 - 4.8. ESSER Funds Use
 - 4.9. Rumney Baseball Field (not in budget)
 - 4.10. Food Service
5. Adjourn

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WCUUSD Finance Committee Meeting Minutes Unapproved 8.10.21 8:30 – 9:30 a.m.

Committee Members Present: Chris O'Brien, Jennifer Miller-Arsenault, Flor Diaz-Smith, Chris McVeigh, Scott Thompson, Susanne Gann, Melissa Tuller

- 1. Call to Order:** Flor Diaz Smith called the meeting to order at 8:32 a.m.
- 2. Approve Minutes of 6.22.21:** Chris McVeigh moved to approve the minutes of 6.22.21. Scott Thompson seconded. The motion passed unanimously.

3. Discussion/Action

(Construction /Capital Projects Update was moved from 3.3 to 3.1)

3.1. Construction/Capital Projects Update

Chris O'Brien gave an update on the Capital projects currently happening in the district. He advised that the Berlin Storm water, Rumney Indoor Air Quality, and WCUUSD Central Office Air Quality projects are on track to be substantially complete by 8/16/21 per the contracts. Rumney's Gym floor is substantially complete and is ready for the opening of school. The sidewalk at U-32 is complete and ready for use. The U-32 storm water design and permitting is in process. Bidding is expected to begin in February of 2022. Phase 2 of the Berlin parking lot was complete on 7/30/21. Chris gave a definition of substantially complete, which means available for intended use but not 100% complete. There was also discussion surrounding the trees at Berlin that were removed. Chris advised all trees would be replaced.

3.2. Celebrations and Accomplishments

Lori Bibeau retired from the district on July 1, 2021 following 27 years of service. Lori will be a Mentor/Fiscal Advisor for Susanne for FY 21-22.

Susanne went over accomplishments of the fiscal staff since the last Finance meeting. The FY 20-21 Audit took place the week August 2-6th. Susanne gave a special thank you to Matt Kittredge for taking the lead on the audit, and to Lori, Virginia, Matt, Penny, and Shannon for their efforts in facilitating a smooth audit. She also thanked Lori, Virginia, Matt, Penny, Renee, Shannon, and all building staff for their work on the NEMRC year-end procedures. Susanne advised all staff have been helpful and supportive during her transition.

3.3. End of the Year Fund Balance Report

Susanne gave an overview of the financial reports to include ESSER funds and how they will be allocated for use, the Operating Fund Balance, Capital Funds broken down by school, and Food Service. There was discussion-surrounding food service at U-32 and questions as to why the percentage of students eating is lower compared to the other schools. Chris McVeigh asked if we are purchasing things that we are in turn throwing away. Susanne advised that after taking inventory it did not appear there was a lot of waste.

Jen suggested that Food service be added to future agenda items for a more in depth look. Jen asked why the difference in the grant amount from \$235,910 to \$421,256. Susanne advised it looked like the grant amount was increased but she will confirm with Lori.

Scott Thompson suggested that it would be great if we could specify and program as much of the surplus as possible so that at budget time we do not have a large slush fund. There should be a clear idea of where these funds will be used.

3.4. ESSER III Update and Reserve Fund Balance

Susanne gave an overview of items that ESSER III funds can be used for at this time. These items include CDC guidelines for nursing time, COVID -19 Coordinator, cleaning supplies and staff, daycare and after school, school bus sanitation, administrative leave and fiscal time for grant processing, and the Recovery/Moving Forward plan.

Motion 1: Scott Thompson motioned to recommend to the full Board to reserve fund balance, subject to a reduction in grant funds for the following positions:

U-32: 1.0 FTE

Calais: .60 FTE

Berlin-Estimate: 1.0 FTE (to be filled)

EMES: .40 FTE

Doty: .20 FTE

Rumney: .20 FTE

Total estimated cost \$365,000.

Chris seconded the motion and the motion passed unanimously.

Motion 2: Scott Thompson made a motion to recommend to the full Board to reserve fund balance, subject to a reduction in grant funds, for the one year Math Interventionist at Calais .50 FTE. Total estimated cost of \$51,000. Chris McVeigh seconded and the motion passed unanimously.

3.5. VSBA Dues

Scott Thompson moved to recommend to the full Board approving dues for the VSBA for \$7,858. Chris McVeigh seconded. The motion passed unanimously.

4. Next Meeting Date and Future Agenda Items

4.1. Next Meeting Date: TBD

4.2. Energy Project Consultant

4.3. Net Metering Proposal

4.4. ESSER Funds Use

4.5. U-32 Storm water Bid (in the budget)

4.6. U-32 Bathrooms (not in the budget)

4.7. Rumney Baseball Field Upgrade (not in the budget)

4.8. Food Service

5. Adjourn: The committee adjourned by consensus at 9:25 a.m.

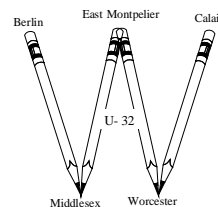
Respectfully submitted,
Melissa Tuller
Administrative Assistant

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Jennifer Miller-Arsenault
Interim Superintendent



TO: WCUUSD School Board
FROM: Susanne D. Gann, WCUUSD Business Administrator
RE: Accomplishments and Issues
DATE: September 8, 2021

During the October 8th in-service day, the fiscal services team will lead the building administrative assistants in a workshop to review financial procedures, highlighting common questions and issues raised by either the building staff or fiscal services team. The team has been working together to develop the agenda for the training. This will be done in tandem with the IT services team.

A loud shout out to Virginia Breer, Senior Payroll Accountant and Carla Messier, HR Coordinator. In the last six months the district has issued 26 new contracts. Onboarding new employees requires considerable time from both human resources and payroll for new employee paperwork, benefit enrollment and payroll. Their efforts have been almost super-human during this incredibly busy time.

Virginia and Carla are working together to update all employee information in the HR and payroll software following the ratification of the new bargaining agreements. Pay adjustments will be retroactive to July 1, 2021. Our plan is to have everything completed and checked in time for the October 15th paychecks.

On June 25th we received information from VEHI regarding a law the State of VT passed that affects the Cash in Lieu (CIL) benefit for some school employees. The law, ACT 7 (2021) became effective on April 9, 2021. A section of the law says that any VT public school employee who receives their health insurance from any VT public school cannot receive a CIL benefit.

In order to become compliant with the law, we pulled all of the CIL paperwork for the employees who receive the benefit and completed an audit. We notified employees of

the change and requested updated information from some employees to ensure compliance with the new law.

This change impacted a number of employees, ranging from support staff to teachers to administrators. This has been universally distressing to employees and we have been fielding lots of questions and receiving considerable feedback about this over the past few months, increasing with the start of school.

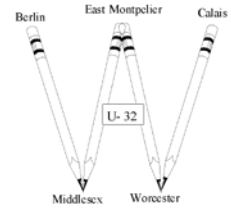
With the new bargaining agreement, para-educators that receive the ARC and HWC trainings become eligible for a 2% pay increase. There have been some difficulties with the roll-out of it this new payment. We anticipate ironing out those wrinkles soon, working with employees to ensure that they receive the training and compensation for it, in accordance with the bargaining agreement.

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Jennifer Miller-Arsenault
Interim Superintendent



TO: WCUUSD Finance Committee
FROM: Susanne Gann, WCUUSD Business Administrator
RE: Transportation Committee, Timeline and Bid Process
DATE: September 8, 2021

Transportation Committee:

Susanne Gann, Business Administrator
Michelle Ksepka, District Operations Manager
Suzanne Verchereau, Administrative Assistant
Amy Molina, Director of Student Affairs at U-32
Karoline May, Principal at Rumney Memorial Elementary
Jonathan Goddard, Board Member
Possible TBD, Board Member

Transportation Bid Timeline and Process:

September

15th, 5:00 – 6:00 p.m. – Transportation Committee meets to review Draft #1 of the transportation bid specifications, and discuss possible changes.

21st, 5:00 – 6:00 p.m. – Transportation Committee meets to review Draft #2 of the transportation bid specifications, and discuss any additional changes.

29th, 5:00 – 6:00 p.m. Transportation Committee meets to finalize the transportation bid specifications.

October

4th – Tentative Transportation bid publication and distribution (alternative date 10/11/21).

November

3rd – Tentative Transportation bid opening (alternative date 11/10/21).

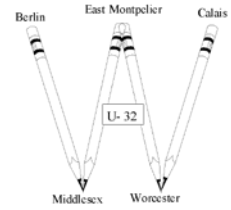
17th – WCUUSD Board awards Transportation contract to the winning bid.

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Jennifer Miller-Arsenault
Interim Superintendent



TO: WCUUSD Finance Committee
FROM: Susanne Gann, WCUUSD Business Administrator
Mark Kline, Director of IT
RE: Copier Bid Process
DATE: September 8, 2021

It is time to replace the copiers district-wide. Staff has begun preparing to solicit bids from vendors for copier leases. In the past the school district copier bids have been completed internally. District staff are considering utilizing a bidding agent, Specialized Purchasing Consultants Corp. (SPC), to prepare and solicit bids for the district. There are advantages and disadvantages to both options.

Advantages and disadvantage to internal bidding:

1. No consultant fees are charged beyond the quoted price per device.
2. Internal staff have experience developing bids for the district.
3. Language utilized in previous bids has been consistent enough to allow staff to analyze and compare the bids.
4. Internal staff have specific knowledge regarding the needs of each of the buildings.

Advantages and disadvantages to using a bidding agent:

1. Bidding agents assist in the preparation of bid specifications to ensure that they are complete and accurate. Based on specific experience with copier bidding, SPC can help us avoid leaving something important out of the bid.
2. Bidding agents provide an independent analysis of the device size and capabilities needed at each location. SPC will analyze the types of copiers we currently have, PPM, paper drawer configurations and finisher capabilities.
3. Bidding agents analyze bids. SPC will verify that devices quoted are recent models (rather than models nearing the end of their sales cycle) and they can negotiate further with bidders.
4. Bidding agents can be sure that we obtain the best possible leasing terms via a municipal lease at lowest interest rates possible. Fair Market Value may include interest rates of 10-20%. SPC will set up a tax-exempt municipal lease with a local

bank (typically at ~3.5% interest). SPC seeks bids for financing leases. Their current financing is through Norway Savings Bank in Maine.

5. Bidding agents assume any existing contracts/get us out of any ongoing contracts and take care of any shipping or storage costs, assuring that there are no hidden costs down the road. SPC will work to assure our satisfaction with the vendors awarded.
6. Because they use cooperative buying power and are getting pricing based on thousands of acquisitions that schools throughout Vermont, New Hampshire, and Maine plan to make; SPC is able to obtain very competitive pricing.
7. SPC will oversee delivery and installation of new devices and removal of old ones.
8. Contracts assure that service/supply costs are limited to annual cost increases of no more than CPI or 5%, whichever is lower.
9. SPC guarantees to improve equipment and service as well as lower cost of equipment and operation, even after their fees have been included in total cost. When committing to SPC, a \$1,000 deposit is required; however, if they are not able to lower our costs, they will terminate their contract, refund \$1,000 and pay us \$500.
10. SPC will provide monthly reports/audits of usage.
11. SPC identified nine Vermont school districts that utilize SPC as their bidding agent. Documented savings from these school districts range between \$35,760 and \$188,407 over a 5-year window, with one district realizing a loss of \$8,505 over 5 years.
12. When we agree to use them as our bidding agent they are our exclusive agent. We are not allowed to then ask for other bids from vendors.
13. For their services, SPC will receive 11% on device and page costs as well as \$300/device that covers power filters, shipping for old devices, etc.

Since a bidding agent has not been used for this purpose in the past, we wanted to inform the finance committee of this consideration and seek feedback regarding a possible change in practice. Before proceeding, we would welcome any questions or concerns that we may not have addressed above.

WCUUSD Budget Development Process
FY 2022-2023
Draft as of September 8, 2021

1. September preliminary budget plans are developed
 - a. Budget development timeline is drafted, reviewed by WCLT and Board.

2. October– preliminary expense budget information is compiled, based upon current year budget projections, with known and estimated increases or decreases.
 - a. Current staffing salaries and benefits plus estimates for inflation.
 - b. Dental and HRA Budgets approved for setting premiums.
 - c. Special Education student needs – SLP, OT, Psych, Out of district placements, etc.
 - d. Current contracts like bus, auditors, insurance etc. plus estimates for inflation.
 - e. Level budget and/or adjust non payroll expenses (using historical information).
 - f. Capital fund support – from project list.
 - g. Food service support – from operating budget.
 - h. Technology plan per multi-year budget.
 - i. Debt service per schedules.
 - j. Program changes – instructional services and special education services.
 - k. Grants – using federal and state information-adjust local budgets as needed.
 - l. Student count information, staffing needs and make staffing FTE changes. This happens multiple times before the budget process is complete.
 - m. Principals solicit information from staff regarding books, supplies, equipment.
 - n. Board initiatives related to:
 - i. Implementation plan 2016 – 2021.
 - ii. Board goals.
 - iii. Other initiatives.

3. November – WCUUSD FY 23 Budget Draft #1 is presented to the WCLT and WCUUSD Board.
 - a. Board awards transportation bid.
 - b. Board reviews FY 23 Budget Draft #1.
 - c. Board provides additional feedback to guide changes to the FY 23 budget for preparation of Draft #2.

4. December – WCUUSD FY 23 Budget Draft #2 is presented to the WCLT and WCUUSD Board. Revisions are made and WCUUSD FY 23 Budget Draft #3 is presented to the WCLT and WCUUSD Board.
 - a. Board hosts a Community Budget Forum.
 - b. FY 23 Budget Draft #3 includes Revenue/Tax updates from AOE. These estimates should include tax estimates, equalized pupils and CLA.
 - c. The School Board provides feedback regarding FY 23 budget for preparation of final budget.

5. January – WCUUSD FY 23 Budget Draft # 4 is presented to the WCLT and WCUUSD Board.
 - a. Board hosts a Community Budget Forum.
 - b. FY 23 Budget – Final version will include tax estimates, equalized pupils and CLA, budget revisions are made per board targets.
 - c. The School Board reviews FY 23 Budget Draft #4, finalizes and approves for warning.
 - d. January 17th is the last date to finalize budgets.**
 - e. January 19th the final budget is warned and materials are sent to the printers for Town Meeting.

WCUUSD BUDGET DEVELOPMENT TIMELINE
FY 2022-2023
Draft as of 9/8/2021

September - Preliminary Budget Information is compiled.

- 7th – WCLT budget process and timeline review.
- 8th – Packet materials finalized for the WCUUSD Finance Committee/Board.
- 14th – Finance Committee budget process and timeline review.
- 22nd – WCUUSD Board budget process and timeline review and approval.

October – Preliminary Budget Conversations

- 4th – Tentative Transportation Bid publication (alternative is 10/11/21).
- 5th – WCLT budget planning meeting. Business Administrator presents a level service budget for FY 23 to the WCLT. Discuss any new services or reductions in service to be proposed.
- 11th – Deadline for Principals to provide proposals for new services or reductions in service to the Business Administrator/Superintendent.
- 13th – Packet materials finalized for the WCUUSD Finance Committee/Board.
- 19th – Finance Committee Reviews budget information.
- 20th – Board Budget Training.
- 20th – WCUUSD Board reviews and approves FY 23 Dental and HRA Budgets.
- 20th – WCUUSD Board reviews and approves FY 23 Capital Project list.

November – Develop WCUUSD FY 23 Budget Draft #1.

- 2nd – WCLT budget planning meeting. Review and finalization for FY 23 Budget Draft #1.
- 3rd – Tentative Transportation Bid opening (alternative is 11/10/21).
- 10th - Packet materials finalized for the WCUUSD Finance Committee/Board.
- 16th – Finance Committee reviews FY 23 Budget Draft #1.
- 17th – WCUUSD Board awards Transportation contract to the winning bid.

- 17th – WCUUSD Board reviews FY 23 Budget Draft #1 and provides feedback to Administrators.
- 18th – 19th – Separate Meetings with Principals to provide changes to the Business Administrator for FY 23 Budget Draft #2 preparation.

December – Develop WCUUSD FY 23 Budget Draft #1.

*****NOTE: Revenue information for budgets becomes available between December 1-15th.**

- 1st – Community Budget Forum.
- 7th – WCLT budget planning meeting. Review and finalization for FY 23 Budget Draft #2.
- 8th – Packet materials finalized for the WCUUSD Finance Committee/Board.
- 14th – Finance Committee reviews FY 23 Budget Draft #2.
- 15th – WCUUSD Board reviews FY 23 Budget Draft #2 and provides feedback to Administrators.
- 21st – WCLT budget planning meeting. Review and finalization for FY 23 Budget Draft #3.
- **31st – Grand List and Common Level of Appraisal information available from Agency of Education**

January – Budget Meeting to Finalize Warning, Budget and Town Meeting Materials

- 5th – Packet materials finalized for the WCUUSD Finance Committee/Board.
- 11th – Finance Committee reviews FY 23 Budget Draft #4.
- 12th – Community Budget Forum
- 12th – WCUUSD Board reviews FY 23 Budget Draft #4, finalizes and approves.
- **19th – Final Budgets warned and other materials to the printers and Town Clerks.**

February

- 16th – Community Budget Forum.
- 28th – Annual Meeting at U-32.

March

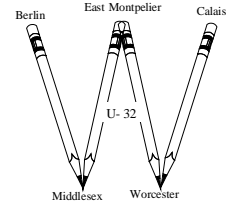
- 1st – Town Meeting Day Budget Vote via Australian Ballot.

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Jennifer Miller-
Arsenault
Interim Superintendent



TO: WCUUSD Finance Committee
FROM: Susanne Gann, WCUUSD Business Administrator
RE: U-32 Van Lease
DATE: September 8, 2021

On September 26, 2018 the U-32 School Board approved a 36-month lease of a 2019 Chrysler Pacifica van from Mid-State Chrysler.

This lease ends on September 30, 2021. Both new and used inventory is currently limited. We have been advised by the dealership that our best option would be to buy the lease out. The current mileage is very low, 10,995. U-32 staff has not identified any issues of concern regarding the van.

FY 22 Budget:	\$10,314.00
Less expended to date:	<u>\$ 1,532.01</u>
Available Budget:	\$ 8,781.99

Buyout Cost:	<u>\$19,403.79</u>
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Amount over Budget:	\$10,621.80
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Staff recommends that the board move to approve the purchase of the 2019 Chrysler Pacifica van currently on lease from Mid-state Chrysler, total purchase amount: \$19,403.79.

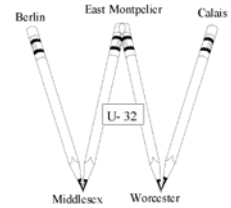
We are exploring possible financing options with the dealership and will have those available at the School Board meeting on 9/22/21. This will impact whether or not the Board will be asked to approve fund balance reserves for this expense or not.

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Jennifer Miller-Arsenault
Interim Superintendent



TO: WCUUSD Finance Committee
FROM: Susanne Gann, WCUUSD Business Administrator
RE: Appoint new Third Party Administrator for HSAs, HRAs and FSAs
DATE: September 8, 2021

VEHI offers four vendors for Third Party Administration (TPA) of HSAs, HRAs and FSAs. VEHI TPA vendor comparison charts are included in your packet. WCUUSD currently utilizes Data Path for this service. Since January our payroll staff has had correspondence with 45 employees regarding issues with their HRA accounts. Resolution of employee issues requires significant staff time, as each issue needs research and correspondence with the employee, and Data Path. In some cases, they have required communication with BlueCross Blue Shield of VT (BCBSVT) and health care providers.

BCBSVT does not provide Data Path with a direct eligibility feed for our employees. This has been identified by staff as the primary struggle with Data Path's claim system. The only TPA vendor that receives direct eligibility feed from BCBSVT is My Money/Further. Additional comparison of vendor services reveals that My Money/Further offers free open enrollment support. Comparison of vendor fees per employee per month (PEPM):

	<u>HRA</u>	<u>FSA</u>	<u>HSA</u>
Data Path	\$5.00 PEPM	\$3.70 PEPM	\$2.75 PEPM
My Money/Further	\$2.25 PEPM	\$2.25 PEPM	\$1.75 - \$2.40 PEPM

My Money/Further has stacked pricing, so if an employee has an HRA and an FSA, the fee is only \$2.25 PEPM.

	<u>Estimated Cost</u>
Data Path	\$1,963.60/month x 12 = \$23,563.20/year
My Money/Further	\$756.00/month x 12 = \$9,072.00/year
Estimated Cost Reduction	\$14,491.20/year

Staff recommends that the board move to appoint My Money/Further as the WCUUSD Third-party Administrator for HSAs, HRAs and FSAs effective January 1, 2022.



Third Party Administrators of HSAs, HRAs and FSAs

2021 OPTIONS AND INFORMATION

TPA/Vendor Options – Services Available

(TPA=Third Party Administrator)

	FSA	HRA	HSA	Plan Documents for: FSA, HRA, Cafeteria Plan/ Section 125	Non-discrimination testing
csONE Benefit Solutions	Yes	Yes	Yes	Yes, no additional charge	Yes, no additional charge
DataPath Admin Svcs	Yes Learn more about our FSA services	Yes Learn more about our HRA services	Yes Learn more about our HSA services	Yes Learn more about plan documents	Yes
MyMoney (Further)	Yes	Yes	Yes	Summary Plan Descriptions specific to HRA/FSA are included in the plan setup	Yes
Healthy Dollars	Yes	Yes	Yes	Yes, no additional charge	Yes ¹⁶

TPA/Vendor Options – HRA Plan Choices

	Debit Card with Employer Pays first	Debit Card with member pays 1 st (med and Rx)	Debit Card for Rx only, 100% Rx, with member pays 1 st for medical	Claims paid by percentage (such as 90%/10% per claim)
csONE Benefit Solutions	Yes	Yes	Yes	Yes
DataPath Admin Svcs	Yes	Not Available	Yes	Yes
MyMoney (Further)	Yes, Rx only debit card	Not Available	Not Available	Not Available
Healthy Dollars	Yes	Yes	Yes	Yes

TPA/Vendor Options - Conveniences

	Auto Pay Providers	Claim feed from BCBSVT	Eligibility feed from BCBSVT
csONE Benefit Solutions	Yes	Yes	Not Available
DataPath Admin Svcs	Yes	Yes	Not Available
MyMoney (Further)	Yes	Yes	Yes
Healthy Dollars	Yes	Yes	Not Available

TPA/Vendor Options - Services

	On-site Open Enrollment Support	Customer Service Hours	Employer Portal	Employee Portal	Mobile App
csONE Benefit Solutions	Yes	8 am - 4:30 pm (M-F)	Yes	Yes	Yes
DataPath Admin Svcs	Yes, \$200 per day on site And/or Webinars Included	9 am to 6 pm EST	Yes	Yes	Yes
MyMoney (Further)	Optional – schedules permitting	8 am - 9 pm (M-F) for members 9 am - 6 pm (M-F) for employers	Yes	Yes	Yes
Healthy Dollars	Yes	8 am – 6 pm (M-Th) 8 am – 5 pm (Fri)	Yes	Yes	Yes

TPA/Vendor Options - Fees

PEPM = Per Employee Per Month	HRA PEPM cost	HSA PEPM cost	FSA PEPM cost	Annual Fee	Initial/Start-up Fee
csONE Benefit Solutions	\$4.95	\$3.55	\$3.70	\$650 (includes consultation & setup, plan documents, non-discrimination testing, OE presentation/benefit fair)	None
DataPath Admin Svcs*	\$3.95	\$2.75	\$3.70	\$0	None
MyMoney (Further)	\$2.25	\$1.75 - \$2.40	\$2.25	None	None
Healthy Dollars	\$6 (inclusive of all accounts)	\$6 (inclusive of all accounts)	\$6 (inclusive of all accounts)	0-250 EE's: \$250+\$5 per EE 250-500 EE's: \$500+\$5 per EE 500+ EE's: \$750+\$5 per EE	0-250 EE's: \$250+\$5 per EE 250-500 EE's: \$500+\$5 per EE 500+ EE's: \$1,000+\$5 per EE

Contact Information for New Sales

- ▶ Lisa Ouellette, **csONE Benefit Solutions**, 603-227-2021, acassin@csONE.com
- ▶ Ben Robbins, **DataPath Administrative Services**, 1-501-355-0202, brobbins@datapathadmin.com
- ▶ Jordan Sumers, **Further/MyMoney**, 773-621-8824, Jordan.sumers@hellofurther.com
- ▶ Emily Allaire, **Healthy Dollars**, 802-876-5072, Emily@healthydollarsinc.com