



Request for Proposals 2024-007

Employee Health Benefits Consulting Services

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ADDENDUM No. 1

ISSUE DATE: September 1, 2022

Responding Offerors on this project are hereby notified that this Addendum shall be made a part of the above named RFP document.

The following items add to, modify, and/or clarify the RFP documents and shall have the full force and effect of the original Documents. This Addendum shall be acknowledged by the Offeror in the RFP document.

Question/Answer

1. **Question:** Can you please share your Open Enrollment guide for medical, dental, vision, and group ancillary lines?

Answer: N/A

2. **Question:** Does Pierce Group provide enrollment support for medical, dental, vision and group ancillary

Answer: No.

3. **Question:** How does a new hire enroll in medical, dental, vision and ancillary?

Answer: Paper Form.

4. **Question:** What is name the enrollment system used to collect medical enrollment?

Answer: Union County does not utilize an enrollment system. Information is collected on paper forms and forwarded to our third-party administrator.

5. **Question:** Does the County have a two-party contract with the Benefit Administration System provider? (Not the broker, but rather a real contract that protects the County from a data breach and HIPAA data security compliance protocol standards)?

Answer: N/A.

6. **Question:** Is the dental plan insured or self-funded?

Answer: The dental plan is self-funded.

7. **Question:** Is the vision plan insured or self-funded?

Answer: A vision benefit is provided as part of the medical plan. This coverage is self-funded. The County also offers a supplemental vision plan which is fully insured.

8. **Question:** Is dental coverage employer funded (partially employer subsidized)?

Answer: The County covers the full premium equivalent amount for employee coverage and partially covers the premium equivalent for dependent coverage.

9. **Question:** Is vision coverage employer funded (partially employer subsidized)?

Answer: See answers to questions #7 and #8.

10. **Question:** Who is medical carrier?
Answer: N/A - self funded.
11. **Question:** Who is the pharmacy carrier?
Answer: N/A - self funded.
12. **Question:** Does the County have a clinic? Who is the clinic provider?
Answer: The County offers a Direct Primary Care option through Everside Health.
13. **Question:** Does the County have a wellness program? Can you please share details of it?
Answer: The County does not have a formalized wellness program.
14. **Question:** Does the County use employee incentives, like payroll deductions difference for wellness compliance?
Answer: No.
15. **Question:** When is the last time the medical TPA was bid?
Answer: 2011.
16. **Question:** When is the last time the PBM was bid?
Answer: 2013.
17. **Question:** What stoploss level of coverage does the County have?
Answer: Not available at this time.
18. **Question:** Does the County plan to keep Pierce Group in place representing the voluntary lines of coverage?
Answer: Not available at this time.
19. **Question:** Does the County have pre-65 retirees on the plan(s)? How many?
Answer: Yes, 160.

20. **Question:** Does the County have post65 group coverage? Is that a part of this consulting / brokerage bid?

Answer: The County provides a Medicare supplement for post-65 retirees.

21. **Question:** Does the County have a website or benefit (microsite)? What is the address? Who owns the URL?

Answer: No.

22. **Question:** Please provide a copy of broker agreement with Pierce Group? (even if this is not a part of this bid)

Answer: Not available at this time.

23. **Question:** When is the last time the County had a broker for medical and pharmacy?

Answer: Not available at this time.

24. **Question:** Please provide a copy of the TPA claim tracking reports? utilization reports?

Answer: Not available at this time.

25. **Question:** Please provide a copy of the TPA contract?

Answer: Not available at this time.

26. **Question:** Please provide a copy of the PBM / pharmacy contract?

Answer: Not available at this time.

27. **Question:** If there is a Q-HDHP plan offered, does the County fund any HSAct dollars? If so, how much?

Answer: N/A.

28. **Question:** Please provide Enrollment by plan for medical, dental and vision (assuming the County offers multiple plans)?

Answer: Not available at this time.

29. **Question:** When is the last time the County completed a RFP for consulting services?

Answer: 2009.

30. **Question:** Can you provide your most current Benefit Guide?
Answer: N/A.
31. **Question:** Who is your current medical carrier? How long has the County partnered with your current carrier?
Answer: N/A - self funded.
32. **Question:** What is the County's annual budget for your medical plan?
Answer: Approximately \$20M.
33. **Question:** What were the County's renewals over the past 3 years?
Answer: Not available at this time.
34. **Question:** What are the top cost drivers of the County's health plan?
Answer: Not available at this time
35. **Question:** Who manages the County's direct primary care program?
Answer: Everside Health
36. **Question:** Does the County offer an onsite clinic? If so, who is the vendor partner?
Answer: No
37. **Question:** Does the County use a Benefit Administration platform? If so, which one?
Answer: No
38. **Question:** How does the County facilitate open enrollment? (ie online self-enrollment, call center, employees meet with Benefit Counselors, Group Meetings, etc). When does the County usually hold Open Enrollment?
Answer: Varies based on the type of open enrollment, but a mix of paper forms and meetings facilitated by benefit vendors.
39. **Question:** What is the County's budget for consulting services?
Answer: Not available at this time.

40. **Question:** Who is the County's current Benefits Consultant? How long has the County partnered with your current consultant?

Answer: No available at this time.

41. **Question:** How much does your current consultant earn annually? Is it a direct fee or commission from the carriers? Or both? What's the County's preference?

Answer: Not available at this time.

42. **Question:** When is the County aiming to make a decision?

Answer: As soon as possible.

End of Addendum No. 2