

Answers to Clarification Questions for
RFP for Benefits Broker & Consulting Services
Received on 6/10/19

1. Over the past two plan years, what were the total dollars paid to the current brokers/consultants for Health and Welfare Benefit Consulting? **The District pays Alliant Insurance Services a broker fee of \$108,000 per year.**
2. Over the past two plan years, what was the average number of service/consulting hours recorded to service the District? **We are not billed hourly. We pay a flat annual fee so we do not know the total consulting hours provided to the District.**
3. Does the District anticipate any major differences in the workload for this contract period (2020-2023)? **The District's health and welfare benefits are collectively bargained. The current bargaining agreement with the unions will expire on April 2021. The new broker will provide assistance to the District in preparation for the union bargaining which will likely commence in the Fall 2020.**
4. Does the current broker receive indirect compensation from the District vendors (volume bonuses, overrides, etc.)? **None**
5. Will the District please provide a table of the medical rates for all plans (active, non-Medicare, and Medicare)? **See attached.**
6. When is the **last time** each of the District's benefit plans were competitively bid in a formal RFP process? **Marketing for replacement for Health Net plan was conducted in 2018 that resulted in the implementation of Sutter Health Plus plan for the 2019 plan year. Full marketing for the Life and AD&D insurance plan was conducted in 2016 that resulted in a rate reduction by Cigna. In 2018, another market check was made for the Life and AD&D insurance plan, but Cigna offered the most competitive rates for the 2019 plan year.** How often does the District typically conduct RFPs for each of its benefits? **The District's broker market our health plans no more than once every two or three years.**
7. Is the District required (by procurement rules) to bid each coverage within a certain number of years? (How many?) **No, but the District relies on the broker to market lines of coverage to other carriers in the marketplace.**
If the consultant is required to issue an RFP, is there a public procurement procedure that must be adhered to, and what is that procedures? **N/A**
8. When was the last time a claims audit was performed for the self-insured Dental plan? **A claims audit has not been performed for the self-insured dental plan.**

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9. What support with the development of plan documents is necessary? Will the broker/consultant be asked to create revised documents from scratch, or only perform consultative and technical reviews? **Broker will assist in the review and/or amendment of plan and related documents to ensure compliance with legislation/regulatory requirements, consistency with the District policies and procedures, and ensure that plan's coverage and exclusions are consistent with the District's understanding of the plan.**
10. Does the District have a formal Benefits Committee? **NO** Would the consultant be asked to attend those meetings? **When necessary, broker may be requested to attend meetings to weigh in on issues, plan alternatives, preserving benefits, plan design and contribution strategies.** If yes, how often do they meet and how long are the meetings?
N/A
11. What Open Enrollment support is necessary? **Broker will assist in the coordination and preparation of open enrollment, health fairs and any related Q&A meetings for District employees, including development of enrollment materials.** Who currently creates the Open Enrollment booklets? **Contents for the Open Enrollment booklets are currently developed by District HR Employee Services. Graphics design and printing of the booklets are also done in-house.** Would the consultant be required to create (including graphics, etc.) the employee booklets, or only perform technical reviews of booklets? **The District may seek assistance from the broker in the creation of employee booklets and related communication materials for open enrollment and other benefits communication campaigns.** Does it mean creating and delivering the presentations? **It includes creating and delivering presentations during open enrollment meetings.**
12. What department within the District is responsible for benefit communications? **HR Employee Services**
13. What is the current annual budget for benefits communications? **There is no formal budget for benefits communication. Most flyers, posters and brochures are done in-house with the help of District's Graphics Design and Print Shop.**