



City of Raleigh

Request for Proposals # 247-2024HRHCBCS

Title: *Health Care and Benefits Consulting Services*

Issue Date: October 3, 2024

Proposal Due Date and Time: *November 5, 2024, at 5:00 p.m. EST*

ADDENDUM NO. 2

Issuing Department: Human Resources

Direct all inquiries concerning this RFP to:

Andrew Bullard

Assistant Director, Human Resources

Email: andrew.bullard@raleighnc.gov

City of Raleigh
ADDENDUM NO. 1 to RFP 247-2024HRHCBCS
Issue Date: October 16, 2024

To: All Proposers

This addendum, containing the following additions, clarifications, and changes, is issued before receipt of qualification packages, and does hereby become part of the original RFP documents and supersedes the original RFP documents in case of conflict.

Receipt of this addendum must be acknowledged by signing in the area indicated below. Please review the following additions, clarifications, and changes to the RFP as listed below and **sign and return this addendum with your submittal package.**

Andrew Bullard
Assistant Director, Human Resources

Questions Received and Answers

1. **Why is The City going out to bid at this time?**
 - a. Our contract with the current Broker expires at the end of the year, and we wanted to engage in a competitive process in accordance with City policy.
2. **What is the anticipated term of the contract?**
 - a. Three (3) years.
3. **How many active employees does The City have?**
 - a. 4000 active employees
4. **How many retirees does The City have?**
 - a. 900 retirees
5. **What are the renewal dates for each of the plans?**
 - a. Renewal is January 1 annually.
6. **Please confirm the plans that are included as part of the RFP.**
 - **Group Medical (Employee and Retiree) -Included**
 - **Prescription Drug -Included**
 - **Dental -Included**
 - **Vision -Included**
 - **Stop Loss -Included**
 - **Flexible Spending Account -Included**
 - **Wellness Program -Included**
 - **Employer Paid Basic Life -Not Included**
 - **Employee Paid Supplemental Life -Not Included**
 - **Voluntary STD -Not Included**
 - **Group Accident -Not Included**
 - **Group Critical Illness -Not Included**
7. **Please confirm the products offered in the “Other Employee Benefit” referenced in the RFP, participation and premium.**
 - a. This included possible new benefits that "could" be added.
8. **How many employees are enrolled in each of the plans?**
 - a. Medical -3571
 - b. Dental -3554
 - c. Vision-2613
9. **What is the current annual premium on each plan?**

Medical Plan A

Tobacco User			Not a Tobacco User		
Employer Monthly Contribution	Employer Monthly Contribution %	Employee Per Check Deduction	Employer Monthly Contribution	Employer Monthly Contribution %	Employee Per Check Deduction
\$916.00	86%	\$76.50	\$966.00	90%	\$51.50
\$1,722.00	75%	\$282.00	\$1,772.00	78%	\$257.00
\$1,335.00	81%	\$161.50	\$1,385.00	84%	\$136.50
\$1,508.00	79%	\$198.00	\$1,558.00	82%	\$173.00
\$3,005.00	90%	\$173.50	\$3,055.00	91%	\$148.50
\$2,552.00	76%	\$400.00	\$2,602.00	78%	\$375.00

Tobacco User			Not a Tobacco User		
Employer Monthly Contribution	Employer Monthly Contribution %	Employee Per Check Deduction	Employer Monthly Contribution	Employer Monthly Contribution %	Employee Per Check Deduction
\$966.00	90%	\$51.50	\$1,016.00	95%	\$26.50
\$1,772.00	78%	\$257.00	\$1,822.00	80%	\$232.00
\$1,385.00	84%	\$136.50	\$1,435.00	87%	\$111.50
\$1,558.00	82%	\$173.00	\$1,608.00	84%	\$148.00
\$3,055.00	91%	\$148.50	\$3,105.00	93%	\$123.50
\$2,602.00	78%	\$375.00	\$2,652.00	79%	\$350.00

Medical Plan B

Tobacco User			Not a Tobacco User		
Employer Monthly Contribution	Employer Monthly Contribution %	Employee Per Check Deduction	Employer Monthly Contribution	Employer Monthly Contribution %	Employee Per Check Deduction
\$496.00	83%	\$50.00	\$546.00	92%	\$25.00
\$849.00	67%	\$209.50	\$899.00	71%	\$184.50
\$683.00	74%	\$119.00	\$733.00	80%	\$94.00
\$775.00	73%	\$142.00	\$825.00	78%	\$117.00
\$1,601.00	85%	\$137.50	\$1,651.00	88%	\$112.50
\$1,287.00	69%	\$294.50	\$1,337.00	71%	\$269.50

Tobacco User			Not a Tobacco User		
Employer Monthly Contribution	Employer Monthly Contribution %	Employee Per Check Deduction	Employer Monthly Contribution	Employer Monthly Contribution %	Employee Per Check Deduction
\$546.00	92%	\$25.00	\$596.00	100%	\$0.00
\$899.00	71%	\$184.50	\$949.00	75%	\$159.50
\$733.00	80%	\$94.00	\$783.00	85%	\$69.00
\$825.00	78%	\$117.00	\$875.00	83%	\$92.00
\$1,651.00	88%	\$112.50	\$1,701.00	91%	\$87.50
\$1,337.00	71%	\$269.50	\$1,387.00	74%	\$244.50

Tobacco User			Not a Tobacco User		
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Employer Monthly Contribution	Employer Monthly Contribution %	Employee Per Check Deduction	Employer Monthly Contribution	Employer Monthly Contribution %	Employee Per Check Deduction
\$471.00	79%	\$62.50	\$521.00	87%	\$37.50
\$683.00	74%	\$119.00	\$733.00	80%	\$94.00
\$775.00	73%	\$142.00	\$825.00	78%	\$117.00

Tobacco User			Not a Tobacco User		
Employer Monthly Contribution	Employer Monthly Contribution %	Employee Per Check Deduction	Employer Monthly Contribution	Employer Monthly Contribution %	Employee Per Check Deduction
\$521.00	87%	\$37.50	\$571.00	96%	\$12.50
\$733.00	80%	\$94.00	\$783.00	85%	\$69.00
\$825.00	78%	\$117.00	\$875.00	83%	\$92.00

Dental Core

	Total Plan Cost	Employer Monthly Contribution	Employer Monthly Contribution %	Employee Per Check Deduction
Employee Only	\$35.00	\$35.00	100%	\$0.00
EE + Spouse	\$76.00	\$62.90	83%	\$6.55
EE + 1 Child	\$53.00	\$45.85	87%	\$3.58
EE + Child(ren)	\$59.00	\$49.48	84%	\$4.76
EE + Family	\$108.00	\$80.80	75%	\$13.60
EE + Family Split	\$108.00	\$92.19	85%	\$7.91

Dental Buy Up

	Total Plan Cost	Employer Monthly Contribution	Employer Monthly Contribution %	Employee Per Check Deduction
Employee Only	\$59.00	\$48.75	83%	\$5.13
EE + Spouse	\$126.00	\$91.67	73%	\$17.17
EE + 1 Child	\$88.00	\$62.26	71%	\$12.87
EE + Child(ren)	\$97.00	\$68.12	70%	\$14.44
EE + Family	\$178.00	\$114.96	65%	\$31.52
EE + Family Split	\$178.00	\$125.30	70%	\$26.35

10. What is The City's current contribution strategy?

- a. The City is working to design a cost-share model and does not have a "defined" strategy.

11. **Who administers The City's wellness program? Is there utilization information available?**
 - a. A combination of HR staff and Virgin Pulse. The current compliance rate is 90%
12. **What system does The City use for benefit administration? How does The City handle enrollment?**
 - a. PeopleSoft
13. **Does The City currently have a benefits web portal or intranet?**
 - a. The City has an intranet site, and employees can access their PeopleSoft benefit information in employee self-service.
14. **Does The City have an established Benefits communication strategy? If so, what does the strategy entail?**
 - a. We are working with our Broker and carriers at present.
15. **Will the Broker/Consultant be responsible for drafting open enrollment materials and other participant communications? Will the printing and mailing of these materials be required under this contract?**
 - a. Benefits Guides are the responsibility of the Broker. Almost all other communication is created and distributed by the City.
16. **What are the planned major activities for the upcoming plan year?**
 - a. None at present, aside from Wellness Activities
17. **What are the top 3 Health and Benefit issues facing The City?**
 - a. The issues are variable, but they include drug costs, changes to the wellness platform, and strategy regarding the compressive nature of our benefits.
18. **The RFP includes a MWBE Participation Form. How does this count in the weighting of the RFP criteria?**
 - a. No, this is not included.
19. The reference form says the due date is September 30th. Are you ok if I manually change the due date to match the RFP due date of November 5th?
 - a. -Yes, and we provided and updated the addendum to the RFP with the correct date.
20. Does this broker RFP include current voluntary benefits?
 - a. No, the RFP only includes our core benefits.
21. If the voluntary benefits are not being consider, when will those benefits be out to RFP?
 - a. We are inactive conversations about this item, but for now, we will not complete an RFP.
22. Will all bidder questions and the City's response be provided?
 - a. Yes, all questions will be added as an addendum.
23. P16. Record Retention & Public Records Request. How many requests has the City received on average each year? And what time commitment has it historical been for the City to respond to one request?
 - a. This amount is variable, and I cannot project it, but we have had issues in the past with pushback on our requests.
24. P16. Perform claims Audit. We use a third party for this service will that be ok with the City? And should our price include this service or wait and price only if deployed?
 - a. I suggest including this item in the cost, as we have had some conversations with our current broker about

Proposer Name & Company: _____ **Date:** _____

Signature: _____ **Title:** _____