



GENESEE COUNTY PURCHASING
A Division of the Genesee County Controller's Office

COUNTY ADMINISTRATION BLDG
1101 BEACH STREET, ROOM 343,
FLINT, MICHIGAN 48502
Phone: (810) 257-3030 Fax (810)257-3380
www.gc4me.com

May 23, 2017

ADDENDUM #2

**REQUEST FOR PROPOSALS (RFP) #17-110
HEALTHCARE BENEFITS CONSULTING SERVICES**

1. Please include the following questions and answers, as part of the above mentioned RFP:
 - Q1. RFP Section 6.f – Demonstration of Financial Stability: Will you accept other forms of financial stability for a Privately Held Firm?
 - A1. Submit with the proposal your organization's most recent financial audit, annual compiled financial statements or annual consolidated financial statements.
 - Q2. RFP Section 6.1h – Client List: can a list of clients being serviced by the assigned team be provided in lieu of a full client list?
 - A2. Yes
 - Q3. Would a summary of clients by size and industry suffice?
 - A3. No
 - Q4. Professional Services Contract – Termination for Convenience (9.3): Please elaborate on what could be described as “in the County's best interest”?
 - A4. Determined by the County, at the County's discretion.
 - Q5. Professional Services Contract – Termination for Lack of Funding (9.4): Is any portion of the current brokers monthly Servicing Fee being paid for by public fund or grant?
 - A5. No
 - Q6. For each benefit type please clarify the current financing arrangement as either fully-insured or self-insured:
 - a. Active medical with BCBSM
 - b. Active medical with HAP

- c. Retired medical with BCBSM
 - d. Retired medical with HAP
 - e. Active Optical with NVA
 - f. Retiree Optical with:
 - i. BCBSM
 - ii. NVA
 - g. Active Dental with Delta
 - h. Retiree dental with Delta
 - i. Disability insurance with Lincoln
 - j. Pharmacy Benefit Manager services via Express Scripts for Actives
 - k. Pharmacy Benefit Manager services via Express Scripts for retirees
- A6. HAP, Delta, Lincoln and NVA are fully insured
BCBSM and ESI are self-insured
- Q7. Does the Pharmacy Benefit Manager services apply to both BCBSM and HAP Plans?
- a. If no, to which plan does it apply?
- A7. Yes
- Q8. Do any current collective bargaining agreements include language requiring the use of any incumbent carriers, administrators, and/or vendors? If so, please indicate any contractually obligated relationships.
- A8. The contracts name the vendors, but others can be utilized if they provide substantially similar coverage – exact contract language can be viewed on the website gc4me.com, go to the HR home page and there is a link for union contracts.
- Q9. Which insurance carrier currently provides the County’s stop-loss policy?
- A9. Stop loss is covered in the contracts with those providers we are self-insured.
- Q10. Does the policy cover all medical and pharmacy claims through BCBSM, HAP, and Express Scripts?
- A10. Answered with #9.
- Q11. Does the County expect any services to require actuarial attestation and, if so, to which services?
- A11. Possibly. If changes are to be made, actuarial services are utilized.
- Q12. Does the County currently participate in the Retiree Drug Subsidy (RDS) program, and, if so, will the County expect this contract to include any reconciliation services needed so the County can receive the government available refund related to participation in the RDS program?
- A12. No
- Q13. Will the proposer’s agent status with BCBSM or representation on the BCBSM Agent Advisory Committee be an influencing factor in the County’s decision?
- A13. Not likely

- Q14. How is the county currently complying with Public Act 152 – hard caps, 80/20, or opt-out?
A14. Hard cap
- Q15. Please describe the type and frequency if expert witness services that have been provided by the incumbent consultant.
A15. Possibly needed if negotiations move to arbitration/fact finding or needed for court challenges.
- Q16. What type of HR information systems (HRIS) is currently utilized by the county?
A16. Currently in the process of transitioning to CGI, Advantage 360
- Q17. Does the current HRIS system:
- Qa. Include electronic data transmission to and from all current carriers?
Aa. Once we are live on the system, yes
 - Qb. Include an employee/retiree electronic portal to post and maintain all communications, compliance information, etc.?
Ab. Possibly, once we are live on the system
 - Qc. Include capabilities to conduct open enrollment in an electronic manner?
Ac. Yes, once we are live and implement the portal
 - Qd. Include data management for the completion of 1094/1095 filings?
Ad. Yes, once we are live on the system
- Q18. Of the following services currently provided or requested as part of the RFP, please characterize your satisfaction using the following scale;
- a. NA – not applicable
 - b. 1 – dissatisfied and needs to be improved or replaced
 - c. 2 – satisfied but would seriously consider improvements
 - d. 3 – extremely satisfied
 - i. Employee communications and education
 - ii. Financial analysis
 - iii. Vendor evaluation
 - iv. Plan administration
 - v. Regulatory review and compliance
 - vi. Plan design, cost, trends benchmarking
 - vii. Labor contract negotiation support
 - viii. Arbitration support/testimony
 - ix. Other services
- A18. I prefer not to “score” our current provider

Q19. Regarding question number 5 on page 28 of the mentioned RFP, please provide clarity on the dates mentioned in the below question. The below question asks about training/seminar topics for certain years, which may be incorrect. Please confirm the dates you are asking about for this question.

A19. Provide topics for the last five years

Q20. Please clarify the number of benefit eligible employees. The RFP states "Genesee County has approximately 914 active employees and 1189 retirees with an estimate number of 4,000 total lives". We need confirmation of 4,000 total eligible employees or a lesser number.

A20. The statement does not say 4,000 eligible employees – it states 4,000 total lives which includes employees and dependents.

2. The page titled ATTACHMENT B – PROPOSER INFORMATION FORM on Page 28, Item 5, of the RFP reads as follows:

5. Do you provide training/seminars for the above-mentioned topics? If yes, are there additional charges for these services? What were your, '10, '11, '12, '13 and '14 topics? What topics are anticipated for '15?

The page titled ATTACHMENT B – PROPOSER INFORMATION FORM on Page 28, Item 5 of the RFP should read as follows:

5. Do you provide training/seminars for the above-mentioned topics? If yes, are there additional charges for these services? What were your, '12, '13, '14, '15 and '16 topics? What topics are anticipated for '17?

Indicate on the Signature Page item #6 and on the exterior of the envelope containing your proposal:

ADDENDUM #2 RECEIVED

**ALL PROPOSALS MUST BE RECEIVED AT:
GENESEE COUNTY PURCHASING DEPARTMENT
1101 BEACH STREET, ROOM 343
FLINT MI 48502**

Cindy Carnes, Purchasing Manager
G:/bid2/2017/17-110add2