

Amendment 1 to Request for Proposal

BENEFIT TECHNOLOGY SOLUTIONS FOR PARK HILL SCHOOL DISTRICT

Questions RE: Benefit Technology Solutions Request for Proposal

1. Please confirm the current number of employees in each category:

- a. Total Eligible Lives: 1,536
- b. Lives Enrolled in Medical: 1,446
- c. Part-Time/Variable Hour Lives:
- d. Current COBRA Population: 3
- e. FSA Participants (Health Care and Dependent Care): 330
- f. Retirees: 140
 - i. Pre-65: 127
 - ii. Post-65: 13

2. Is Park Hill School District willing to accept proposals including ACA Compliance and COBRA Administration as well?

Yes, but please include pricing without those services as well.

3. Annual Turnover/Re-Hire (%):

8%

4. Is the 7/1/2019 effective date in the RFP referring to when the implementation will begin, or does Park Hill SD need the new system to be fully operational/live by 7/1/2019? If not, when?

The 7/1/19 effective date indicates the date implementation will begin. The system would need to be ready by Open Enrollment in October.

5. How are you paying your carriers today?

CBIZSolutions provides an invoice and send it to the carriers. PHSD pays according to the invoice generated.

- a. What carriers do you list-billed and which are self-billed?

All carriers accept the "snapshot" invoice generated by CBIZSolutions.

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6. You have listed expected participation on pg. 2 as 1,452. Is that represented of participation or benefit eligible lives?

1,452 is estimated participation.

- a. We would like a confirmation on number on benefit eligible lives.

Please see answer to question 1 a.

7. Pg. 3 mentions “sending election information back to Alio” – we see groups mention election and actually mean deduction. Will you please clarify?

Deduction information will need to be electronically sent to Alio.

8. Pg. 3 #3 mentions call center support. Included with our technology, we provide call center support for login functions and technical navigation. Is PHSD looking for this type of support or more traditional call center with benefits explanation, telephonic enrollment, etc.? We offer both.

The call center will need to be for login functions and technical navigation. The District will take care of benefit explanation support in house.

9. Please confirm the address to which the proposal is to be sent.

Please send one paper copy and one electronic copy on a flash drive to:

CBIZ

Attn: Susan Endicott

700 W. 47th Street, Suite 1100

Kansas City, MO 64112

10. How many total employees are there (I think we only have the Benefit Eligible count)?

3,000

11. Is retention of employees a focus?

Yes

- a. If so what is there current turnover %?

See answer to question 3.

12. Are there any multi-lingual needs?

Yes

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13. Are there any union employees? If so, are they on the school district benefits, or a union plan? If so, is this in scope of the RFP?

No union employees

14. How do new hires receive enrollment and benefit information?

New hires attend one-on-one meeting with Benefits Coordinator.

15. How are benefit initiatives communicated to employees throughout the year?

The District uses multiple forms of communication including; emails, website, meetings and paper copies.

16. Are voluntary benefits enrolled with the core benefits?

Yes

17. How many employees are involved in benefits administration?

Two employees are specifically assigned to benefits administration.

18. What are there broader benefit goals (for example, centered around wellness, plan migration, new plan rollouts, etc.)

Wellness

19. Is communicating total compensation to employees something done today?

Yes

20. How is EOI handled today?

Employees print form from enrollment site, download from website, or provided by Benefits department

21. How are QLE's triggered, what is the process?

Benefit team is notified and they process and verified the QLE with CBIZSolutions Custom.

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22. What are the most frequent reports needed out of the current ben admin system?

Enrollment detail, census data, coverage participation by lines

23. How many eligibility classes, or classes of employees who have different benefit offerings?

4 – Superintendent, Assistant Superintendent, Maintenance and all others

24. Is billing List Bill or Self Bill?

Please see answer to question 5.