



## ADDENDUM #1

### PROJECT: BENEFITS CONSULTANT RFP

| # | Date       | Reference Section   | Question or Comment  | City Response  |
|---|------------|---------------------|--|--|
| 1 | 08/17/2021 | Section 5           | Is it possible to obtain a copy of the last GASB 75 actuarial report for pricing purposes?                         | The city is not able to provide copies of our current vendor reports. However, from our Finance Directory, here is clarification of GASB reporting: The City is required to comply with GASB 75 "Accounting and Financial Reporting for Postemployment Benefits Other Than Pensions", because we offer retirees the opportunity to remain on the Health Insurance Plan. While the City does not currently contribute anything towards the cost of retiree healthcare, GASB 75 requires the City to reflect this liability in its financial reports. The total OPEB (Other Post Employment Benefits) liability generally is required to be determined through an actuarial valuation. The total OPEB liability should be determined by (a) an actuarial valuation as of the measurement date or (b) the use of update procedures to roll forward to the measurement date amounts from an actuarial valuation as of a date no more than 30 months and 1 day earlier than the employer's most recent fiscal year-end. |
| 2 | 08/17/2021 | Page 20             | Can you clarify the cadence of the GASB reporting? It says bi-annual, but the pricing maximums are shown annually. | As a result of this timing and frequency, the City requests a full actuarial valuation be done on a biennial basis (currently done during our odd numbered fiscal years), and the use of update procedures to roll forward on the even numbered fiscal years.  |
| 3 | 08/17/2021 | Page 23-question 15 | Can you define the word "technical"? Are you referring to electronic communications or meaning general education?  | Yes, this would be electronic communications that are created for the city that we could provide to participants regarding topics we need to educate them on. For example, our current consultant mainly create our annual benefits guide.   |

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| 4  | 08/23/2021 |  | What is the total annual compensation amount to the current Broker/ Consultant?                          | Human Resources appreciates the partnership we have with our benefits vendors and hold their information in confidence.                                     |
| 5  | 08/23/2021 |  | What is the total annual compensation amount to EBMS?  | With that being said, we decline to provide this information through the RFP process.   |
| 6  | 08/23/2021 |  | Please provide the renewal information for the past 3 years on medical, dental, vision and RX plans.     |   |
| 7  | 08/23/2021 |  | Why is the City going out to bid at this time?   | You will need to work with the City Clerk regarding Public Records.   |
| 8  | 08/23/2021 |  | Are there any current issues with service or consulting that the City is looking to improve?             | As a public employer, we are required periodically to RFP services to make sure we are getting the best service and product.                                |
| 9  | 08/23/2021 |  | How does the City handle enrollment? Online or paper?  | There are no issues with our current longstanding Consulting partner.   |
| 10 | 08/23/2021 |  | Does the City have an established benefits communication strategy? If so, what does the strategy entail? | New hires currently are via paper. Annual Open enrollment in the fall is paper for retirees. For actives, it was mainly online.                             |
| 11 | 08/23/2021 |  | What are the planned major activities for the upcoming plan year?  | An estimated 75% of our active employees have city issued email address; however, 25% does not.   |
| 12 | 08/23/2021 |  | What are the top 3 Health and Benefit issues facing the City?  | Communications is via email; however, for the actives without email, hardcopy version are provided, or are printed and posted in their lunchroom/breakroom. |
|    |            |  |  | Retiree communications are all paper and mailed.  |
|    |            |  |  | Currently our Health Insurance Committee initiatives for 2022 will be looking at our Stop Loss plan, Dental plan, and our pharmacy PBM.                     |
|    |            |  |  | For our employees, we are always looking at ways to improve communications and we are continuing to become more electronic instead of paper driven.         |