

Scott County Health Benefits RFP Questions:

1. What week do you anticipate demonstrations and/or conference calls for those proposers within the “competitive range” to be scheduled? **The week of July 22 or the week of July 29th.**
2. Is this a one year contract only? Is there an opportunity to renew the contract for subsequent years? **It is a one year contract.**
3. When is the effective date/renewal for each benefit? **July 1, except the flex/\$125 plan which has January 1.**
4. Is there a special general company information page to complete/Attachment A? **No. We anticipated the company would generate this.**
5. Is there a special signature page/Attachment B? **No. We anticipated the company would generate this.**
6. What % of premium does the county pay for group life/AD&D and LTD policies? **100% of basic. EE pays for supplemental life.**
7. Are commissions currently being paid to National Insurance Services and/or Madison National Life for the Life, VL, LTD products? If yes, how much is being paid annually for those products? **No.**
8. Are commissions currently being paid for dental and vision? If so, who is receiving commissions and how much is currently being paid annually? **No.**
9. Would the County consider a monthly fee if the proposer is selected for all services? **The County can pay monthly on this contract. Please note this is for consulting services and the actual health insurance services are to be bid out this winter.**
10. I noticed that the RFP and marketing process must be completed by November 2, 2009. Is the effective date for plan changes still going to be 7-1-10? **Yes. That provides time to bid out the services, select a vendor, and obtain Board approval.**
11. The RFP references attachments A, B and C; however, there were no attachments included in the 18 page RFP document provided on your website. Will these documents be posted on your website? Please advise. **Attachment C was included in packets and is posted on the web at www.scottcountyiowa.com/hr . Attachments A and B are to be generated by the company.**
12. I do have one more question-do you have specimen language that the County would prefer or should we use a standard format of our own for the signature page (attachment B)? **Please attach your own signature page.**

13. Has the county established and set aside a budget to compensate the successful proposer for the RFP project? **Yes.**
14. How important is it for the proposing firm to have an office in Scott County to be considered as the successful proposer? **It is not required. It is desired to have a consultant that is accessible.**
15. Is the size of the firm more important than the firm's capabilities, experience and knowledge? **No.**
16. Did a consultant or independent advisor prepare the RFP? If so please disclose who prepared the RFP? **No. It was prepared in house.**
17. What is the experience of the Evaluation Team to review the RFP's. **The evaluation team consists of the County Administrator, Assistant County Administrator/Human Resource Director, Budget Manager and Benefits Coordinator.**
18. What Scott County Employees are on the Evaluation Team? **See #17.**
19. How long has Scott County been with UHC? **July 1996 (including John Deere Health, UHC's predecessor).**
20. What firm administers the Flex Savings plan/Section 125 plan? **Wage Works.**
21. Is the Delta Dental plan fully insured and how long has Scott County used Delta Dental? **It is fully insured, since July, 1996.**
22. How long has Scott County had National Insurance Services for the life AD&D and disability? **July, 2005.**
23. In the past the County had a Labor Management Committee to review health and other benefit issues. Has the County maintained that committee structure and have they continued to meet on an on-going basis? **No. However the consultant will be required to facilitate up to five meetings with employee committee including representation from multiple bargaining units.**
24. There are a number of Four Cornerstone Principles. Are you referring to the NBCH principles? **Yes. It was used for illustrative purposes only. The desired focus is on quality indicators.**
25. Within the RFP, it refers to the Business Associate Agreement as Attachment C. Will Scott County be providing that to us, or would you like us to provide a sample Business Associate Agreement? **It is available at www.scottcountyiowa.com/hr**
26. Please confirm that the Scope of Work outlined in Section 4.2 pertains only to the medical/Rx plan, and does not include the other benefits mentioned in the RFP (dental, vision, life, AD&D, LTD, and FSAs). **The scope of work includes medical, RX, and the possibility of bundling with it dental, vision and FSA.**

27. What is the plan year/renewal date for your medical/Rx plan (and for any other benefits that may be included in the Scope of Work)? **Medical/Rx, vision, dental expire June 30, 2010. FSA expires December 31, 2009.**