

Questions for RFI #251-26-155 – Dental Benefits Plan

| Vendor Question | Answers |
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| What are WCPSS's primary goals for the dental benefits plan (e.g., cost savings, enhanced coverage)? | At the core of our benefits strategy is a simple but important goal: to provide the best possible coverage at the lowest possible cost. |
| Will the plan be employer-paid, employee-paid, or a blended model? | The RFI focuses on gathering information about offering a fully employee-funded dental plan, meaning the employer would not contribute to any costs or share in funding the plan. |
| How many employees are currently enrolled, and are dependents included? | WCPSS has approximately 16,500 employees participating in the dental plan. |
| Are there preferred networks or key providers that must be included? | WCPSS currently uses the Delta Dental network and aims to maintain or expand the number of participating providers. |
| Will integration with any specific HRIS or benefits systems be required? | Yes... integration with BenefitFocus, a statewide enrollment platform is required. |
| Are vendors expected to assist with employee education or open enrollment support? | No... the education and enrollment process will be handled between our internal benefits team as well as with Pierce Group Benefits. Coordination and support between these teams will be essential. |
| Is there a planned timeline for issuing a formal RFP or implementing a new plan? | Yes... after the RFI data has been reviewed a formal RFP will be issued, estimated to be released in July 2025, that aligns with our primary goal of providing the best benefits at the lowest cost. |
| In order to provide pricing, will the district provide the following? <ol style="list-style-type: none"> 1. A census, including zip code, gender, plan selection and tier selection 2. The last 36 months of premium, lives, claims and number of claims broken out by month. 3. Current and historical rates 4. Any plan changes that have occurred in the last 36 months 5. The current employer contribution to rates, and if the employer contributions have changed in the last 36 months | The district can provide the attached census data in response to your request, which is all that is available at this time. |