

## Questions for RFP #251-23-239 – Flexible Benefit Plans/Cafeteria Plans

### PRE-BID MEETING

- Debra Wallace, Senior Director of Purchasing, made introductions
- Vendors were cautioned not to have contact with anyone other than the buyer of record, Petra Gooding, during the bid process
- Petra Gooding, Purchasing Manager & Buyer of Record, went over the timeline on Page 3 of the RFP. Vendors were informed that results of the RFP process would not be released until after evaluation, award, and board approval have been completed.
- Vendors were again cautioned against having contact of any kind with anyone other than the Buyer of Record (including department personnel, those at schools, Superintendent's office, Board of Education members, etc.)
- The procedure and format for additional vendor questions was discussed. Vendors should address questions only to Petra Gooding per the instructions on Pages 3 & 4 of the RFP. Vendors should specify which of the 13 plans/programs their questions pertain to.
- Dani O'Quinn, Senior Director of Compensation Services, explained that the purpose of the RFP is to provide the most current, competitive benefits available in order to help with retention within the district.
- Vendor questions that were posed via email prior to the meeting were asked and answered (see first 4 questions below), and then the floor was opened for additional questions.

Reference	Vendor Question	Answers
	Can you provide more explanation on the rates provided by your current provider. Typically, rates are spelled out in benefit guides. However, the WCPS booklet does not provide rates for such plans as cancer, critical illness, accident, hospital indemnity, and life insurance. We would like to request the premiums for the base plan of the above coverages and the cost of each rider. This information is important in providing the most competitive quotes.	This is addressed in Appendix C
Appendix B	Please provide a revised census with enrollment tiers (EE, ES, EC, FAM)	Only the vision plan has a tiered structure. The link to view that information is below: <a href="https://drive.google.com/file/d/16Xfm-jLcgCLG8HXhaTdsn9MscgnVOe5z/view?usp=sharing">https://drive.google.com/file/d/16Xfm-jLcgCLG8HXhaTdsn9MscgnVOe5z/view?usp=sharing</a>
Underwriting Information	Please provide 24 months of monthly claims experience within 8 months of the effective date	WCPSS will not be able to provide this data.

	Is the current vision plan being offered on a voluntary or employer-sponsored basis?	The current vision plan, managed by Superior Vision/Met Life, is a voluntary employee plan.
Page 30, Vision Only	In the technical proposal, how is the evaluation conducted for point dispersion since there is no scale provided?	The committee that reviews technical proposals hasn't made that decision as of yet.
	If only bidding vision, how are evaluations compared to others who will have bids for all?	There is flexibility to consider inclusion of proposals for vendors bidding some of the benefits versus all, but they would not receive the full number of points possible.
Base Plans and Riders	Is the committee able to provide base and rider costs separately to see what each optional rider costs individually?	The Compensation Services dept. will ask the current vendor to find out if that is a possibility.
	What is the makeup of the evaluation committee?	Tentatively 5 people. Members will be from WCPSS Compensation Services, CFO, Superintendent of Human Resources, participant yet to be decided, and Purchasing.
	Is having providers in network of major importance? Is there weight in having providers in network?	Providers can be in or out of network. Evaluation committee will be focusing on the quality and costs to employees.
	Can vendors explain their cost proposals if it differs?	Yes
Group Term Life – Composite rate	Can the current broker provide claims for a history of 3 years?	The Compensation Services dept. will check with the current provider.