



Anderson County Government Ancillary Request for Proposal Questions and Answers

1. Is the vision fully-insured or self-funded?
 - The vision is fully-insured.
2. Are the voluntary worksite products required to be HSA-compliant?
 - No
3. How will the voluntary benefits enrollment be done? If on a system, will that system support age-banded products?
 - Benefits will be enrolled through the County's benefit administration system NeoGov, which can support age-banded products. Please highlight your enrollment capabilities in your proposal.
4. What is the motivation behind marketing vision?
 - Market check
5. Since the county is considering a voluntary offering – would they consider offering dual option vision plans where employees select the vision plan that best meet their needs?
 - All options will be reviewed. Please include any options that you would like the County to consider in your RFP response.
6. What percentage will the employer contribute to vision premiums?
 - Currently, all employees enrolled in the medical plan are automatically enrolled in the vision plan. They pay one payroll deduction for medical and vision coverage combined.
7. RFP indicates current vision enrollment is tied to medical enrollment. Are there any employer contributions toward the cost of vision under the current arrangement?
 - The answer for this question is provided on item number six.
8. In the RFP Bid document, page 4, under Contract Dates it reads “The County anticipates issuing a one-year contract with four one-year renewal options to begin July 1, 2020. Vendor offers renewal policies on a 24-month or a 48-month basis. Will this be acceptable?
 - The County must receive responses from all vendors for the terms stated in the RFP.
9. What are the current FSA fees?
 - \$3.25 per employee per month
10. What are the current COBRA fees?
 - \$1.95 per employee per month
11. When is open enrollment?
 - The County would like to hold open enrollment meetings in late April.
12. Will enrollment be aligned with Core enrollment?
 - Yes
13. Will the incumbent voluntary benefits continue to be payroll deducted or will they be removed from payroll?
 - If the incumbent carrier is not chosen by the County, the payroll deduction for those products will cease. American Fidelity will have the ability to home-bill if they are no longer the supplemental carrier.
14. Please describe the current method used for open enrollment.
 - Previously a benefits fair was held where all vendors were permitted to set up booths and speak with employees. There will not be a benefit fair for 2020.
15. Will the selected vendor be allowed to conduct group meetings and meet with each employee face-to-face?
 - Group or employees face-to-face meetings may be possible but will not be mandatory.





16. Please describe any need for employee self-enrollment.
 - The answer for this question is provided on item number three.
17. Please describe any need for call center enrollment.
 - All options will be reviewed; please include any options that you would like the County to consider in your RFP response.
18. What HR/payroll system is currently being used?
 - The HR system is NeoGov, and Payroll is Zortec from Local Government.
19. What enrollment technology platform is used? Or is the county looking for the vendor to provide enrollment technology?
 - The answer for these questions are provided on item number three.
20. Please confirm the actual number of full time employees working for Anderson County?
 - See Census
21. Please confirm the number of Benefit Eligible full time employees.
 - See Census
22. Please confirm the number of employees enrolled currently in the Flex plan.
 - See Census
23. Please confirm the number of employees currently enrolled in the Dependent Care Plan.
 - Zero
24. Please confirm the current pricing for the Flex and Dependent Care Plans provided by TASC.
 - \$3.25 per employee per month
25. Is the county interested in an optional service that allows the Cobra vendor to update the carriers for Cobra participants?
 - All options will be reviewed. Please include any options that you would like the County to consider in your RFP response.
26. Please provide a census with salaries and job titles to quote the disability products.
 - Provided to vendors quoting disability.
27. Do the elected officials work 10 hours per week? Can the vendor add a 10-hour per week minimum as an eligibility requirement for the group life?
 - No, this would be in conflict with statute.

