

### ADDENDUM NO. 3

**DATE:** March 30, 2018

**TO:** All Potential Proposers

**FROM:** Penny Owens, Assistant Purchasing Agent, City of Knoxville

**SUBJECT:** Addendum No. 3 to the RFP for Basic Life and AD&D, Basic Dependent Life, Supplemental Life, and Long-Term Disability Insurance

**RFPS TO BE OPENED:** April 11, 2018 at 11:00:00 a.m. (Eastern Time)

This addendum is being published to respond to questions asked by potential proposers regarding the above referenced RFP. This addendum becomes a part of the contract documents and modifies the original specifications as follows:

**Question #1:** The effective date of the LTD was requested as a 1/1/19 and the Life renewal (that is currently in force with us) is set to renew 7/1/18. Could we offer a 7/1/18 for the LTD as well so that the Life and LTD could be on the same plan date or would you want them to both be 1/1/19 or keep them separate?

**Response:** Per Section 1 – Statement of Intent in the RFP, the contracts will begin on July 1, 2018. Also, #1 in the Scope of Services states that the Life and LTD contract will be awarded for a July 1, 2018 effective date. The only reference to January is regarding the effective date of changes that happen during open enrollment in November for the Life Insurance.

**Question #2:** Please confirm if the LTD benefits are reduced by the TCRS state disability plan, or by the City's own personal retirement plan including disability benefits. Also, does the City participate in Social Security?

**Response:** The City does not participate in the TCRS state disability plan. The City has its own Pension Board. If you'll refer to the current LTD contract, Page 15, #5 the "Employer's retirement plan" (which refers to the Pension plan) is listed as a deductible source of income. Yes, the City participates in Social Security.

**Question #3:** When was the last open enrollment conducted for the Supplemental Life?

**Response:** The last "open enrollment" was held in January 1, 2016. It was the first January enrollment following the start of our contract with Hartford. They allowed employees who had previously waived a one-time option to elect Supplemental Life in the amount of \$10,000 for themselves and \$5,000 for their spouses without answering medical questions.

Every year since then, we have held an “annual enrollment” where Hartford allows employees to increase their Supplemental Life coverage by \$10,000 or \$20,000, up to a maximum coverage of \$100,000 without answering any medical questions. Any increase more than \$20,000 or any election over \$100,000 requires EOI. Also, any increase to Spouse Life requires EOI.

**Question #4:** At open enrollment, was the amount allowed up to the GI amount or was it modified? Did the open enrollment include the employee only, or the dependents as well?

Response: See response to Question #3.

**Question #5:** Please confirm whether the group participates in Social Security.

Response: Yes

**Question #6:** Can the group identify which of the 6 Pension Plan each employee is participating in on the census?

Response: We are unclear as to why this is relevant as we are not requesting a pension contribution as stated in the RFP.

**Question #7:** Regarding the Pension Plans, what is the % times of years of service or flat benefit % for Plan A, Plan H, and Plan HU? (the others gave the benefit calculation, but these didn't).

Response: For more information regarding each pension plan, please refer to the Pension Board's website [www.cokpension.org](http://www.cokpension.org) and click on 'The Plans'.

**END OF ADDENDUM 3**