

QUESTIONS & RESPONSES #01

RFQ or RFP / TITLE 070634| Benefit Broker

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PROPOSAL DUE DATE JULY 28, 2017@ 2:00 PM PST

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	PROPOSER QUESTIONS	PORT RESPONSES
1	We are interested in submitting a proposal for this RFP. I would like to request the previous winning proposal electronically.	<p>Previous winning proposal may be obtained through a Public Records Request, RFP 069539.</p> <p>Public records Port of Tacoma</p>
2	There are 10 employees participating in a Regence fully insured medical and dental plan. Who are these employees and why are they carved out on a fully insured plan?	Employees are covered by the ILWU 28 TSO Security Officer Collective Bargaining Agreement and bargained for the Regence benefits.
3	The RFP indicates there are 15 Port retirees. Are only Port employees eligible for retiree coverage? Are retirees eligible to age 65 or beyond age 65?	<p>Port employees and there spouses are eligible for retiree coverage. Eligible to age 70, but must elect Medicare A&B at age 65.</p> <p>Grandfathered plan - up to 18 more employees will become eligible for this benefit.</p>
4	Are the employee premium contributions the same for the represented and non-represented? If not, how do they differ?	No employee premium contributions for either group (except for Regence participants who elect coverage about employee only).
5	RFP references its "Total Rewards" package. Does "Total Rewards" package reference the current benefit package only or does it also include any kind of wellness program?	Total rewards includes everything employees enjoy as part of their employment (benefits, salary, rewards, recognition, wellness, etc.)

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6	Does the current program include any kind of wellness program and if "yes", what do you offer and is it offered to dependents as well?	Wellness program includes Yoga three times a week, a small local recreation center, annual benefit fair with biometrics and flu shots, wellness training sessions and Weight Watchers at work.
7	Who is your current payroll vendor and HRIS? Do you currently have any on-line enrollment capabilities?	ADP and PDS Vista. HR enrolls employees online, but employees don't currently have that capability.
8	Do you have a benefit intranet or website for employees and their dependents?	Yes.
9	RFP is requesting a TPA audit every 3 years. Are any applicable audit fees to be included in our broker fee? Is the audit a claim audit only or does it also include an audit of dependent eligibility?	We hire an auditor. Claim audit only.
10	Why are there 240 enrolled employees in the Life/AD&D and 235 enrolled employees in the LTD? Why are they different?	Commissioners are not eligible for LTD.
11	RFP appears to emphasize the importance of HIPAA compliance assistance. Have there been any HIPAA breaches?	No breaches.
12	How long has the Port of Tacoma been with your current broker consultant?	5 years as of 12/31/17.
13	Have you reached the end of a contractual agreement with your current broker?	It will end 12/31/17.
14	Is the same broker currently providing services for the Port of Tacoma and NWSA?	Yes.