

RFP – 24-BCS – Questions and Answers – Dec 11, 2024

1. **Question:** Company XYZ requested the following Analysis Data.

Employee Benefits Guide

- Fully Insured or Cobra Rates by Plan
- Current deidentified census of full-time, part-time, and waived employees (used for analysis purposes only) data points needed;
 - o Employee ID or Unique Identifier
 - o Gender
 - o Birth Date
 - o Zip code
 - o State
 - o Medical Plan Name
 - o Medical Coverage Level (tier – Employee Only, Employee Spouse, Employee Child, Family or Waiver)
 - o Salary – if possible, not required
 - o Medical plans for the past 3 plan years (2022, 2023, 2024)

Answer: Unfortunately, due to privacy restrictions, we are unable to provide the information requested until a contract is awarded.

2. **Question:** How can I officially be included in the RFP Process?

Answer: Go to Head Start of Greater Dallas, Inc website. <https://www.hsgd.org/>
Click Resources at the top of the webpage, then click RFP/RFQ Forms. Download a copy of the RFP, read it carefully and submit a proposal with everything requested in the RFP.

3. **Question:** Is medical coverage self-funded or insured?

Answer: Self-funded

4. **Question:** Is dental coverage self-funded or insured?

Answer: Self-funded

5. **Question:** How many employees are benefits eligible?

Answer: About 500 employees

6. **Question:** What are monthly or annual premiums by line of coverage?

Answer: Unfortunately, due to privacy restrictions, we are unable to provide the information requested.

7. **Question:** How many employees are currently enrolled by line of coverage?

Answer: About 400-450 employees

8. **Question:** Do you currently use a ben admin system to enroll? If so, which one?

Answer: No we do not.

9. **Question:** Who is current benefits broker/consultant?

Answer: Unfortunately, due to privacy restrictions, we are unable to provide the information.

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10. Question: What is the current broker compensation and structure?

Answer: Unfortunately, due to privacy restrictions, we are unable to provide the information.

11. Question: How long has HSGD been with Aetna for medical coverage?

Answer: We do not use Aetna medical coverage. Our current provider is United Healthcare.

12. Question: Are the current voluntary worksite benefits group or individual products?

Answer: Individual Products.

13. Question: Who is the current carrier for worksite (accident, critical illness, hospital indemnity)?

Answer: Colonial Insurance

14. Question: Can you please clarify what is meant by "database access services" in Item B., section III?

Answer: Database access services refer to a database that allows employees access to their own data.

15. Question: Can you please clarify what is meant by "employee benefits software" in Item B., section III? Is that referring to a benefits administration platform?

Answer: Yes, this is sometimes referred to as a benefits administration platform.

16. Question: Can you please clarify what is meant by "audit demands" in item E., section III?

Answer: HSGD is a 501(c)(3) non-profit organization. HSGD is required to have an independent audit firm conduct a financial audit annually. Therefore, the HSGD audit firm may request information from the Broker/Consultant if required.

17. Question: May proposals be submitted electronically to a procurement site rather than in hard copy?

Answer: Unfortunately, we do not have a procurement site for electronic proposals. A hard copy must be sent to our office.