



**OHIO TURNPIKE AND
INFRASTRUCTURE COMMISSION**

682 Prospect Street
Berea, Ohio 44017

ADDENDUM NO. 1

**REQUEST FOR PROPOSALS FOR
EMPLOYEE BENEFIT PROGRAM
CONSULTING SERVICES**

ISSUE DATE:

August 5, 2019

INQUIRY END DATE:

5:00 PM (Eastern) on August 19, 2019

OPENING DATE:

5:00 P.M. (Eastern), August 26, 2019

ATTENTION OF RESPONDENTS IS DIRECTED TO:
ANSWERS TO QUESTIONS RECEIVED THROUGH AUGUST 16, 2019

Issued by the Ohio Turnpike and Infrastructure Commission through Mark R. Musson, Director of Contract Administration.


Mark R. Musson

8/16/19
Date

Ohio Turnpike
RFP for Employee
Benefits Consulting

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Q#1 Who is your current consulting partner?

A#1 Gallagher Benefit Services, Inc.

Q#2 How long have you been contracted with your current consulting vendor?

A#2 Since September 2016.

Q#3 What is the current annual broker consulting fee?

A#3 Varies depending on the services performed during the given invoicing period. Generally, however, the Commission pays \$11,625 per year for ongoing support services and a \$22,625 lump sum for procurement services. However, out of scope services are performed for additional fees as negotiated and incorporated into the contract.

Q#4 What services are you currently paying extra consulting fees for?

A#4 Prescription drug formulary renegotiations, dependent eligibility audit services and wrap plan documentation services.

Q#5 Does the Ohio Turnpike & Infrastructure Commission currently pay for any data analytics services to analyze medical claims data?

A#5 Analytics are provided as part of the Commission's current contract.

Q#6 Does the incumbent broker/consultant provide (pay for) data analytic services? If so, who is the vendor?

A#6 Not that we are aware of.

Q#7 Does the Ohio Turnpike & Infrastructure Commission currently have a benefit administration system (BenAdmin) to process your annual open enrollment electronically or is the enrollment completed on paper?

A#7 Yes, the Commission's current benefit administration system processes open enrollment electronically.

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Q#8 How many open enrollment meetings are conducted during the open enrollment period and how many additional benefit education meetings are conducted throughout the year for newly eligible employees?

A#8 No in-person open enrollment meetings are conducted. The Commission provides open enrollment materials to employees electronically. Benefit education meetings are conducted in-person with new employees during their employment orientation.

Q#9 Under Exhibit A, item 1, general scope of services there is no mention of Short-Term Disability, Long-Term Disability, or voluntary benefits (Colonial, Aflac, etc.). Does the Ohio Turnpike & Infrastructure Commission offer these types of policies currently? If yes, are you requesting that these coverages also be administered by the awarded consultant of this RFP?

A#9 Short-Term Disability is self-funded through our payroll system. Long-Term Disability is handled through the state pension system OPERS. The Commission no longer offers voluntary benefits. The awarded consultant will not be required to administer any of these programs.

Q#10 Under Exhibit A, Item 3e, last bullet point states that the consultant will serve as a resource during labor negotiations. Are you requesting that the consultant have a seat at the negotiation table or just be an advisor outside of the negotiations?

A#10 Primarily serves as an advisor outside of negotiations, but the Commission may request the Consultant to make a presentation to union representatives on the employer's plans and associated costs for offering the benefits provided.

Q#11 Who is the Commission's current broker and how long has that relationship been established?

A#11 See the response to Q#1.

Q#12 Does the current broker of record provide all services outlined in the Scope of Services? If not, which services are currently not provided.

A#12 The scope of services is newly revised.

Q#13 How is the current broker compensated for their services – commissions, annual fee retainer, combination? What is the annual amount of such compensation?

A#13 See the response to Q#3.

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Q#14 Does the Commission require a direct fee? Or will it accept a fee plus commission compensation structure?

A#14 The Commission prefers a direct fee without any sales commissions.

Q#15 Besides cost, what are the 2 most pressing challenges for the Commission regarding its benefits program?

*A#15 A. Logistics (50+ staffed installations across 241 miles)
B. Provider networks in outlying areas of the state*

Q#16 Are benefits communicated online or paper?

A#16 Benefits for open enrollment are communicated online. Benefits for new hires and current employees changing benefits are communicated by paper.

Q#17 Is enrollment online or paper?

A#17 See the response to Q#16.

Q#18 Is annual HIPAA training performed and if so, who performs the training?

A#18 No.