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Dinwiddie County Public Schools
OFFICE OF THE SUPERINTENDENT

**REQUEST FOR PROPOSAL
NAME: Flexible Benefits Plan – Cafeteria 125 Plan
NUMBER: 20-121819-2**

Addendum #1

ISSUE DATE: 12/18/19

DUE DATE/TIME: 01/10/2020, 2:00 P.M.

The following are questions/clarifications we have received regarding this RFP to date.

Issued by: Brenda Austin
Telephone: 804-469-4190
Fax: (24 Hours a day): 804-469-4197
Email: baustin@dcpsnet.org

How many participants in the FSA Healthcare Plan?

20

How many participants in the FSA Dependent Care Plan?

1

How many participants are enrolled in the HSA?

350

Are there any employer contributions for the HSA plan?

Yes. \$1,000.00 Single & \$1,500.00 Employee Plus

How long have you offered an HSA Program?

Since 2012

Do you work with a benefits consultant or broker?

Benefit Consultant

Will you accept an HSA only proposal or do you require FSA and HSA administrative services for the same provider?

Both

In order to present accurate pricing, would you please provide approximate participation number for the FSA and HSA plans?

Please see questions 1-3

If we are interested in responding to both bids may we combine our response?

If you wish to respond to both, we ask that you answer each RFP separately. This will help us in the evaluation process. Please note if there is any discount should you be awarded both.

Would you find it acceptable to present our comprehensive services on Insurance/Benefits Consultant and Flexible Benefits Plan-Cafeteria 125 Plan in one presentation?

If you wish to respond to both, we ask that you answer each RFP separately. This will help us in the evaluation process. Please note if there is any discount should you be awarded both.

Does RFP #20-121819-2 Flexible Benefits Plan- Cafeteria 125 Plan include the recommendation and placement of voluntary benefits?

Yes

Who is your current broker-3rd Party Administrator for your current Cafeteria 125 Plan?

American Fidelity

What voluntary products are currently offered under Section 125?

Accident, Cancer, Critical Illness, Short Term Disability and Life Insurance

We currently work with the County of Henrico Government and Schools and other surrounding Counties and County School Systems: Would you consider working with a broker/Section 125 administrator through Cooperative Procurement under §2.2-4304(A)?

Our goal is to work with best Section 125 administrators for our district.

Can you please afford the number of eligible employees?

This information was listed in Section 1.0 Purpose of RFP #20-121819-2

If takeover, what is the number of participants?

Approximately 470

Who is the current vendor(s) and how long has the contract been in effect?

American Fidelity is current vendor since 2012 with approx. 365 active policies. We have approx. 105 employees that have grandfathered active policies with Aflac.

Is Dinwiddie County Public Schools working with a broker or consultant on this opportunity? If so, who is the broker or consultant? How long has this relationship been in effect?

No.

What are the current Flexible Benefits Plan-Cafeteria 125 Plan administration fees that Dinwiddie County Public Schools is paying? Can you please afford a detailed breakdown of all fees?

We currently do not pay any fees

What enhancements does Dinwiddie County Public Schools desire?

We desire to give our employees the best coverage at the lowest price

Are there any previous and/or existing servicing issues?

None that we are aware of at this time

What HRIS System is currently in place?

Keystone Information System

How many payroll centers does Dinwiddie County Public Schools have?

1

What date will this contract be awarded?

This is addressed on page 20 of the RFP under section 10.5

What are the current prefund requirements?

None

What are your current banking arrangements (i.e. per pay period, per claim request, zero balance, etc.)? What is your preferred banking arrangement?

Per Pay Period

What is the current vendor's claims turnaround time?

Usually 2 to 3 weeks

Do you currently have a Runout or Grace Period? If so, will the current vendor continue to provide administration service for the Runout or Grace Period?

Current vendor will continue through September 30, 2020.