

November 24, 2021

Addendum #1

RFP 2021-002

Brokerage Services Employee Benefits & Risk Management Services

Questions and Answers

Question #1

Why is NHA going out to bid at this time?

Answer #1

As a recipient of Federal grant funds, NHA needs to ensure that public funds are being expended in a fiscally responsible manner. NHA periodically solicits proposals for larger contracts. It is in NHA's procurement practice to solicit RFPs every 3-5 years to maintain competitive pricing.

Question #2

Are there any current issues with service or consulting that NHA is looking to improve?

Answer #2

Not applicable to this RFP

Question #3

Who is NHA's current Broker/Consultants?

Answer #3

NHA declines to provide this information at this time.

Question #4

What is the anticipated term of the contract?

Answer #4

The Initial contract will be awarded for a three (3) year period, subject to change and modification, at the discretion of NHA.

Question #5

What is the current method of compensation to current Broker/Consultant(i.e. fees, commissions.)?

Combination

Question #6

What is the total annual compensation amount to current Broker/Consultant?

Answer #6

NHA declines to provide this information at this time.

Question #7

Who are the current carriers?

Answer #7

NHA declines to provide this information at this time.

Question #8

How many employees are enrolled in each of the plans?

NHA chooses to keep enrollment counts proprietary at this time.

Question #9

What is the current annual premium on each plan?

NHA declines to provide this information at this time.

Question #10

What is NHA's current contribution strategy?

NHA declines to provide this information at this time. Subject to union negotiation and funding availability.

Question #11

Are any of NHA's plans self funded? If so, please describe.

No

Question #12

Does NHA currently participate in any wellness programs or initiatives? If so, please describe.

NHA has a Wellness Program in place. It includes monthly challenges, company events, and individual site and department wellness events.

Question #13

Does NHA offer any volunteer benefits? If so, what voluntary benefits are offered, and who are the carriers?

Answer #13

Reliance Standard

- Voluntary Life/AD&D
- Long Term Disability & Supplemental Services
- Critical Illness Coverage
- Accident Plan
- Short Term Disability
- Travel Assistance
- Identity Theft Recovery Services

IGOE

Flexible Spending Accounts (Health and Dependent Care)

Question #14

How does NHA handle enrollment? Online or paper?

Answer #14

Online

Question #15

Does NHA currently have a benefits web portal or intranet?

Answer #15

Yes

Question #16

Does NHA have established Benefits Communication Strategy? If so, what does the strategy entail?

NHA relies heavily on the broker to assist with the communication based on changes, if any.

Question #17

What are the planned major activities for the upcoming year?

NHA annually holds two events – a Golf Outing and Virtual Gala

Question #18

What are the top 3 Health and Benefit issues facing NHA?

Cost, Coverage, Quality

Question #19

What is the RFP award decision-making process and timeline? Will there be a finalist presentation?

NHA will determine the most qualified Respondents at its sole discretion.

Question #20

What are NHA's current pain points related to Employee Benefits and Worker's Compensation?

Cost

Question #21

Does NHA have a written multi-year benefits strategy?

Not at this time

Question #22

If we are selected as a finalist, are you able to provide us with a census of eligible employees including date of birth, gender, job title, salary and home zip code? This will provide us with insight on your population to share an analysis that showcases some of our HUB recommendations in our finalist meeting?

Answer #22

More detailed information will be provided to finalist(s)

Question #23

What types of medical plans are offered (HMO, PRO, HDHP)?

NHA offers HMO and POS medical plans.

Question #24

What is the current medical plans are offered by medical plan?

Sharp HMO Performance Network

Sharp HMO Choice Network

Sharp POS Plan

Kaiser HMO Plan

SIMNSA Medical HMO

Question #25

What was the percentage increase by carrier for your health insurance plans 2019, 2020, 2021?

Answer #25

This information is not available

Question #26

Have you recently deployed or considered adding any unique benefit plan offerings?

NHA is option to receiving options for additional unique benefit plan offerings

Question #27

What types of employee communication does your current consultant provide?

Annual benefit guide, email, mailers, in-person/virtual, mobile app

Question #28

What payroll/HCM system do you utilize? When was it implemented? What is your level of satisfaction?

Not applicable for RFP purposes

Question #29

Is NHA receiving Wellness or Administrative funds from your carriers?

Answer #29

NHA declines to provide this information at this time.