

## QUESTIONS AND ANSWERS

1. What feedback from participants has been received regarding the current FSA program, and what key areas are you hoping to address in the RFP?

There has been no feedback.

2. Is the Court requesting hard copy quarterly statements to be mailed to FSA participants?

No

3. Please indicate the number of COBRA participants and retiree billing participants.

22 COBRA and 7 retirees

4. Who retains the 2% COBRA administration fee, the Court or the vendor?

Vendor

5. What if any enhancements to current FSA, COBRA and retiree billing services are sought in this RFP?

None

6. Please indicate how many COBRA qualifying events per month the Court has had over the past year.

9

7. Is the Court seeking open enrollment services for active, COBRA and retiree participants as part of the solicitation? If so, does the Court expect the COBRA and retiree billing administrator to email open enrollment packets for active, COBRA and retiree billing participants?

No

8. What enhancements is the Court looking to add to the current FSA/COBRA Retiree Billing administration for the upcoming plan year?

Refer to question 5

9. Are there any pain points with the current FSA/COBRA Retiree billing plans?

Understanding and applying the wash rule to the process.

10. Can you confirm how many, on average, there are for the following? Monthly or annual figures are fine. Qualifying Event Notices, New Hires, Retirees.

3 Qualifying event notices / 5 new hires / 5 retirees - monthly

11. In the RFP there is a reference to mailing statements to FSA participants. However, in the other information, it appears the current vendor is sending electronically, vs mailing - can you please confirm if electronic is sufficient, with mailing for those without email addresses on file.

Yes that is sufficient for those without email addresses.

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12. For enrollment meetings will there need to be a presentation? Are any of the meetings virtual or all in person?

No presentation needed. All in person.

13. How many locations branches and/or locations?

Please refer to the USI RFP Cover Letter

14. How many insured employees?

850

15. What was the number of insured employees in 1/1/2023 and 1/1/2024?

2023 – 750 and 2024 - 800

16. How many COBRA active participants are there currently? Please exclude beneficiaries.

Please refer to question 2.

17. What is the population of COBRA eligible former employees who have not elected COBRA continuation, but are still within their election period? Please exclude beneficiaries.

0

18. What is average number of COBRA qualifying events per month?

Please refer to question 9

19. What is average number of new hires per month?

Please refer to question 9

20. What is average number of terminations per month?

Please refer to question 5

21. What is average COBRA medical premium?

\$1,000

22. How many COBRA qualified plans are there within the scope of the RFP? Please list their renewal dates.

4 plans; all renew January 1

23. How many insurance carriers provide plans to the court?

9

24. Who is the current HRIS/Benefits Administrator?

SAP

25. Does the reward vendor keep the 2% administration fee?

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Please refer to question 4.

26. Is the court seeking a single provider for all requested services?

YES

27. Please provide the following additional dates to your RFP timeline:

\*Open enrollment dates

\*Fiscal year start and end dates

Open enrollment – November 3 through November 18

Fiscal year – July 1 through June 30