



GLYNN COUNTY PURCHASING
 1725 REYNOLDS STREET, 3rd FLOOR - BRUNSWICK, GEORGIA 31520-6406
 PHONE: (912) 554-7135; Email: vlane@glynncounty-ga.gov

February 25, 2020

TO: All Bidders

SUBJ: Addendum #1: 01154 Employee Benefits Program Broker and Consulting Services

Question 1: How many participants are currently on the plan?

Answer 1: 719 – see question #4 below

Question 2: How many employees are currently eligible for the plan?

Answer 2: 839

Question 3: I think I know the answer, but is this for medical and ancillary benefits, or is retirement included as well?

Answer 3: Retirement is not included.

Question 4: How many employees are under your healthcare benefit coverage? IE: individuals, spouse and family

Answer 4: 719 i.e: individuals, spouse, and family

\$750 Deductible Plan

# Enrolled	Level of Coverage	EE Bi-Weekly Premium
229	Employee Only	\$42.00
169	Employee +1	\$89.00
227	Family	\$108.00

\$1,000 Deductible Plan

# Enrolled	Level of Coverage	EE bi-weekly premium
38	Employee Only	\$35.00
21	Employee +1	\$73.00
35	Family	\$88.00

Question 5: The annual total spend for healthcare? IE: Health care claims, prescription and mental health

Answer 5: \$8,831.75

Question 6: What is the plan description PPO/HMO, premiums, deductible, HSA/FSA and co-pay?

- A.) What percentage of the premium is paid by employee? individual and family
- B.) Which carrier are you currently using to manage your self-funded/self-insured healthcare?
- C.) Do you have a ASO or TPA billing your claims?

Answer 6: POS/PPO; \$30 or \$40 co-pay is dependent on the plan the employee is enrolled in; \$750 or \$1,000 deductible plans.

- A. Individual (13%) and Family (12%)**
- B. Anthem BCBS**
- C. ASO**

Question 7: What have been the increases for health coverage, premiums, cost to county? Please present by dollar increase and the % of each of the past five years.

Answer 7:

Year	Fee Increase		SSL Increase	
2016	2.00%	\$9,482	19.00%	\$132,667
2017	3.00%	\$15,081	15.00%	\$128,185
2018	3.40%	\$17,655	14.00%	\$138,585
2019	3.70%	\$20,590	14.00%	\$161,924
2020	0.00%	\$0	9.00%	\$119,282

Question 8: Do you have a care center for employees, spouse and family?

- A. What is the annual cost to run and what is the ROI, by year, since the opening of the care center?**

Answer 8: Yes, spouses and adult dependents ages 19-26 are allowed to utilize the services at the Wellness Center.

- A. Budgeted \$673,710**

Year	ROI (PEPM)
2015	\$1.14
2016	\$1.02
2017	\$1.95
2018	\$1.50

Question 9: Is there a retirement health plan available for retirees and is there a supplemental plan for those employees once they move over to Medicare part A&B?

- A. How long does a retiree receive coverage, if paid for by Glynn County?**

Answer 9: Yes, retirees that have worked at least 10 years and under the age of 65 can elect retiree coverage; however, the County does not offer a supplemental plan after age 65.

A. Until age 65.

Question 10: Is your current broker/consultant reviewing bids and suggesting changes, is there a hired consultant to review bids or is the Glynn County HR and Benefits Committee deciding on change, if applicable?

Answer 10: Both

Sincerely,
Victoria Lane
Procurement Officer
GLYNN COUNTY GEORGIA
BOARD OF COMMISSIONERS