

REQUEST FOR PROPOSALS FOR EMPLOYEE BENEFITS AND ADMINISTRATION SERVICES

QUESTIONS AND ANSWERS

1. Who is the County's current broker/consultant of which the Superior Court has access?

Response: The Court does not know who the County uses, nor do we have access.

2. What is your anticipated budget for benefits broker/consulting services?

Response: This will be determined based on the actual services provided.

3. Does the Court have a preference to work with one exclusive consultant or a pool of consultants?

Response: The Court is flexible and will consider all alternatives.

4. Does the Court view a vendor responding to a similar RFP for the City of San Bernardino as a conflict?

Response: No.

5. Does the Court anticipate having the newly hired consultant provide communication services? If so, can you provide examples of the type of communication work the Court is looking for.

Response: Yes, we are requesting assistance in developing communication materials for open enrollment, etc.

6. Can you confirm the number of employees the Court has?

Response: The Court has 1000 employees.

7. Who will make up the Court's evaluation team for presentation and decision making purposes?

Response: This will include the Director of Human Resources, members of the Executive team, Administrative Office of the Court staff with a final recommendation being submitted to the Executive Committee of bench officers.

8. Are the Court's health and welfare programs fully insured or self-insured?

Response: The Court currently does not have any programs and is using the County of San Bernardino programs which are mixed.

9. Does the Court currently receive services provided by a TPA?

Response: No, we don't currently use a TPA but expect to.

10. How many employees have chosen to Opt-out?

Response: 245 employees currently have opted out.

11. We don't bill at an hourly rate, is the Court willing to reach an agreeable level of compensation that is paid via commissions or a flat annual consulting fee?

Response: Yes, the Court will consider this type of arrangement.

12. Please confirm the requirement for key personnel to have at least ten years of experience providing services to employer groups with 5000 employees.

Response: Yes, that is correct. The Court is currently considering the possibility of establishing a joint powers authority with several other courts with a combined employee population of 5,000 employees.

13. Does the Court have a wellness program in place?

Response: No, the County of San Bernardino does and we currently participate in it.

14. Who does the Court use for benefit administration services?

Response: We currently purchase services from the County of San Bernardino.