



CITY OF TORRINGTON

Addendum # 1

ADDENDUM 1 HAS BEEN ISSUED WITH REGARDS TO QUESTIONS AND ANSWERS THAT WERE SUBMITTED.

RFQ #HWC-007-060614 Health and Welfare Benefits Consultant

Date of opening: June 6, 2014 Time: 11:00 A.M. Location: City Hall, 140 Main Street, Room 206, Torrington

Must submit signed addenda with RFQ.

The City of Torrington reserves the right to accept or reject any or all bids or any portion thereof, to waive technicalities, and to award the contract as will best serve the public interest.

Dated in Torrington: May 30, 2014 Purchasing Agent _____
Pennie Zucco

Bid Submitted By: _____

Name of Company _____ Signature _____

Date _____ Title _____

Questions and Answers 5/30/14

1) Q) Can you tell me who the current Consultant is and how long they have been the Consultant? Also, what is their current fee?
A) n/a

Financials

2) Q) Does the City/School District have a formal reserve funding policy, (e.g., mandatory full corridor funding)?
A) No

3) Q) Does the City or District have a formal health plan budget development projection process, (e.g., mandatory margin components, reserve restoration, etc.)?
A) No

4) Q) Is the YE FY14 health plan within budget? If not, what is the approximate variance?
A) Yes

5) Q) Have the City or Schools yet assessed the potential impact of the 2018 ACA Cadillac tax?
A) **Our current insurance consultant has estimated the likely impact for 2018 and we are discussing or planning to discuss this in negotiations with Unions. The School District has not assessed the potential impact of the 2018 Cadillac tax yet.**

Compliance

6) Q) Does the City or Schools have any concerns regarding compliance with HIPAA?
A) City – No; School - No

7) Q) Has the City or District begun Employer Mandate ACA compliance activities?
A) City - Yes

Negotiations

8) Q) Which collective bargaining agreements are scheduled for negotiations in FY15?
A) **Police, Fire, City Hall Clerical, Public Works and Teachers**

Plans

9) Q) Does the City and District have plans to bid the medical plan in FY15? The RFQ seems to assume so.
A) **Unknown at this time**

10) Q) Are any HDHP HSA plans complete replacements or are they options?

A) **We view the HDHP HSA as the core plan and the optional PPO plan as a buy-up plan**

11) Q) Is the RX plan for actives with Cigna or is it carved-out with a PBM?

A) **Cigna**

Selection Process

12) Q) Will consultant selection be made exclusively by management/Boards or are the various labor organizations participating in the selection process?

A) **Management only**