



Macon-Bibb County Government

Procurement Department

Government Center

700 Poplar Street, Suite 308

Macon, Georgia 31201

(478) 803-0550

Fax (478) 751-7252

Laura Hardwick
Director of Procurement

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ADDENDUM # 2

To: ALL PROSPECTIVE FIRMS

Re: INVITATION FOR BIDS: 25-026-LH, Employee Benefits Insurance Broker and Consulting Services

The Invitation for Bids, referenced above, is modified as follows:

1. Have these services been bid out in the past 5 years and is there a reason for doing the RFP this time?

Answer: The current contract will be expiring.

2. How long has the NFP been the broker/consultant been providing services to the county?

Answer: Since 2019

3. Are there any services provided by your current advisors that HR would like to see enhanced or improved?
If so, what are those areas or services?

Answer: NFP being more visible to employees, more communication with employees throughout the year, informational meetings before open enrollment and especially for new hires to be able to meet one on one

4. Please provide the County's annual fee or estimated annual fees for all services in total to the County's current benefit advisors/consultants (NFP) in 2025.

Answer: \$330,000

5. Can you please provide a copy of the most current EE Benefits Consulting Services Contract w/ NFP/AON including all pages and amendments? Also, a copy of the current Benefits Enrollment Guide that includes an overview of all EE Benefits.

Answer: See attachment

6. Does the County or HR feel there is a need for better medical benefit strategies or is HR satisfied with current advisor(s)' results and direction for the health plan?

Answer: Guides attached - Active & Retiree

7. Does the County's current carriers/tpa/vendors provide technology, wellness and any other additional funding dollars to the County? If so which and how much per year?

Answer: Yes. They provide Bswift enrollment system and Anthem provides \$150k in Wellness Funds each year.

8. Is the County using a current Retiree Administrative Benefit manager/vendor? If so which and what is the annual cost?

Answer: No

9. Can we get the enrollment by product line?

Answer: See attachment

10. Can you confirm the fee being charged today by product line?

Answer: There is a fee of \$9.45 per employee per month

11. Can we confirm the annual premium by product line?

Answer: Please see the attached enrollment guides that list the premiums

12. Is it MBC's intent to continue to offer voluntary products via multiple carriers? (i.e. AFLAC, Colonial etc.)

Answer: Yes (one carrier per product)

13. Does the current broker/consultant service all product lines for each carrier listed in RFP?

Answer: Yes

14. What Payroll vendor or HRIS system does MBC use?

Answer: New World by Tyler Technologies

15. What benefit administration system does MBC utilize? Is it owned by MBC or the broker/consultant?

Answer: Bswift; It is provided by the broker/consultant.

16. Is the current benefit administration system connected for EDI or API (2 way) file feeds for all carriers listed in this RFP?

Answer: Yes

17. Is the benefit administration system connected to MBC payroll system via EDI or API?

Answer: Import files are provided by the broker/consultant and imported into the payroll system by MBC benefits analyst.

18. What additional services or support are you seeking related to benefit administration technology?

Answer: Automated communication to employees: reminder to elect benefits for new hires, completion of EOI, reminders for missing information such as birth certificate for dependent or marriage license for spouse, etc.

19. What is the potential start and end date of the contract?

Answer: January 1, 2026

20. Who is the current Employee Assistance Program (EAP) Provider?

Answer: Southern Behavioral

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Answer: Southern Behavioral

22. Who is the current COBRA Administrator?

Answer: Anthem

23. Who is the current Flexible Spending Account (FSA) Administrator?

Answer: Medcom

24. Who is the current Health Reimbursement Arrangement (HRA) provider?

Answer: N/A

25. Who is the current Stop Loss carrier?

Answer: Anthem

26. What Wellness programs are provided to MBC employees today? Is there a third-party vendor engaged?

Answer: Lunch and learn programs, handled in-house

27. What Disease Management Vendors are in place at MBC today? What specific conditions are being managed?

Answer: Anthem: cancer, hypertension/stroke, heart disease, multiple sclerosis, diabetes, diseases of the eye, autoimmune diseases, rheumatoid arthritis, sleep apnea

28. Of the approximately 2000 covered lives, how many are active employees?

Answer: 1511

29. Of the approximate 2000 covered lives, how many are pre-65 retirees? Post 65 Retirees?

Answer: Pre 65: 258, Post 65: 46

30. Was this RPS issued due to procurement requirements or for some other reasons?

Answer: Refer to question #1 for response.

31. Please share a few specific challenges the County would like to address regarding the benefits programs over the next several years.

Answer: Broker to be well known with employees/retirees, constant communication to keep employees/retirees informed and up to date

32. When were the benefits plans last marketed?

Answer: 2018

33. How many in-person meetings should we anticipate annually (open enrollment, budget, with County staff, with vendors, etc.)?

Answer: At least 35 -- 24 for new hire orientation, 3 for open enrollment, 8 various

34. Regarding the scope of services “assisting employees/retirees with selecting plans that meet their needs and geographic location, and transitioning retirees from early retiree plans to Medicare-coordinated plans.” Could you please provide a count of participants that required this service in the prior year?

Answer: 27

35. What is the total annual compensation paid to the current consultant?

Answer: \$330,000

Please incorporate this change into the Invitation for Bid and acknowledge receipt of this addendum on your bid form.

Sincerely,

Laura Hardwick