

**ADDENDUM # 2**

**March 10, 2023**

**TO: ALL POTENTIAL SUBMITTERS**

**FROM: NINA ALEXANDER, BUNCOMBE COUNTY PROCUREMENT AGENT**

**SUBJECT: ADDENDUM #2 Benefit Consultant Services**

The following changes, revisions, additions, and/or clarifications to the plans and/or specifications are hereby made a part of the original documents.

**Addendum # 2**

**1) Annual spend is \$34M on the County's health plan.**

**a. Can you provide the annual spend for the past 3 years?**

FY 20 Budget: \$34.8 million

FY 21 Budget: \$35.3 million

FY 22 Budget: \$36.2 million

FY 23 Budget: \$33.4 million

**b. Does the County know the top drivers leading to increased spend?**

Yes

**2) Does the County have a Benefit Administration platform? If so, does the County pay for the platform directly, or is it funded by your broker?**

Buncombe County uses a combination of our HRIS system (Workday) and an employee intranet page to communicate benefits to employees. Buncombe County funds both.

**3) Can you outline the County's Open Enrollment process?**

Open Enrollment kicks off in November each year and runs for two weeks. Employees have the option of submitting any changes to their benefit elections through our HRIS system (Workday) by the OE deadline. Communications are done through our intranet news page, daily emails, virtual and onsite OE meetings. Buncombe County's Benefits Specialist handles reviewing the OE guidebook, updating our HRIS system, fielding employee questions and facilitating employee communications/meetings with the assistance of the broker.

**4) Are there any major changes to your benefits program that the County can highlight since your last RFP in 2019?**

Added:

- Annual Health Risk Assessments through Synergy Healthcare (2020)
- Free Unlimited Physical Therapy through Southeastern Physical Therapy, LLC (2020)
- Wellness program online platform (Wellworks for You) (late 2020)
- VOYA Accident and Critical Illness (2021)
- VOYA Whole Life Insurance (2021) – changed to TransAmerica 2023
- Introduced Autoimmune Program through Synergy Healthcare (2022)

- Health Plan Advocate through Synergy Healthcare (2022)
- High Deductible Health Plan with Health Savings Account (2023)

Changed vendors for:

- Dental (BCBS to Delta Dental). Self-funded coverage to fully insured. (2021)
- Vision Hardware (BCBS to Superior) (2021)
- Term Life Insurance (US Able to Lincoln Financial) (2023)
- Moved (Chronic) Condition Care Program from PPCN to Synergy Healthcare (2022)

**END OF ADDENDUM #2**

**RFP Benefit Consultant Services**