COUNTY OF ALAMEDA

Questions & Answers

to

RFP No. 902083

### for

**Health and Welfare Consulting Services**

**Networking/Bidders Conference Held on March 31, 2022**

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| **This County of Alameda, General Services Agency (GSA), RFP Questions & Answers (Q&A) has been electronically issued to potential bidders via e-mail. E-mail addresses used are those in the County’s Small Local Emerging Business (SLEB) Vendor Database or from other sources. If you have registered or are certified as a SLEB, please ensure that the complete and accurate e-mail address is noted and kept updated in the SLEB Vendor Database. This RFP Q&A will also be posted on the GSA Contracting Opportunities website located at** [**Alameda County Current Contracting Opportunities**](https://gsa.acgov.org/do-business-with-us/contracting-opportunities/)**.** |

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Thank you for your participation and interest in the County of Alameda Request for Proposal (RFP) for Health and Welfare Consulting Services.

All the questions are taken verbatim from written questions emailed by potential Bidders. In the answers of these questions, the County of Alameda shall be noted as “County”. The Questions and Answers are the final stance of the County. Please consider this document in preparation of your bid response.

**Questions and Answers:**

1. I just wanted to check if the contract that will result from this RFP will replace the existing contract with Korn Ferry US (Contract #901768)?
   1. **Yes. This RFP is a rebid for a current contract with Korn Ferry (US) that will expire on December 31, 2022. The contract for this RFP will start on January 1, 2023.**
2. I was hoping to learn whether funding has been allocated for this project. If so, how much is the value of this project?
   1. **Funding has been allocated for this project. The value cannot be disclosed.**
3. Regarding Question #5 - How long has your firm provided consultant services for retirement plans?

What type of retirement plans are included in the scope of this RFP?

Can you describe your current interaction with ACERA regarding retirement plans?

* 1. **Question #5 of the RFP Questionnaire within Exhibit A – Bid Response Packet refers to retirement medical plans.**

**Currently, the early retiree’s premiums are blended with the active premiums for both County’s Kaiser HMOs and United HealthCare HMO plans. These plans are managed by the County as the Plan Sponsor. Additionally, the County is also the Plan Sponsor for the Kaiser Permanente Senior Advantage (KPSA) plan for Medicare-eligible retirees. Subsequently, the Client Department works very closely with the Alameda County Employees Retirement Association (ACERA) during County’s annual renewal process, Open Enrollment, and throughout the year as needed. ACERA engages their own Benefits Consultant to work with them on the other retiree Medical, Dental and Vision plans offered to retirees. The awarded bidder of this RFP will be involved in calculating the implicit subsidy provided to the County from ACERA for the early retirees that benefit from the blended premium rates annually.**

1. Regarding Question #22 - List the three (3) most important concerns you see for Alameda County over the next eighteen (18) months.

Can you share with us what your most important concerns are?

* 1. **The County would like the awarded Bidder of this RFP to assess the information provided to them regarding Alameda County and use their knowledge, expertise, understanding of the market and public sector, and list the three most important concerns they see for Alameda County over the next eighteen months.**

1. Are you able to share the name of the incumbent broker/consultant organization that you are contracted with currently?
   1. **The incumbent is Korn Ferry (US).**