



METROPOLITAN WASHINGTON AIRPORTS AUTHORITY

RFP No. 1-18-C098 Employee Health and Welfare Benefits Consulting Services April 4, 2018

Questions and Answers

Notice: Questions may have been edited for clarity and relevance.

- 1. Question:** Will the dependent verification be for active employees only or will retirees be included?

Answer: Currently, dependent verification services are for active employees only.
- 2. Question:** What is the Airports Authority average annual health benefits costs for dependents?

Answer: The average annual health benefits costs for dependents are:

 - Spouse - \$9,336.00
 - Children - \$7,656.00
- 3. Question:** What documentation does the Airports Authority require when enrolling dependents in healthcare coverage?

Answer: Documentation is not required when new employees initially enroll in healthcare coverage, unless the employee is adding a Domestic Partner. Documentation is required for Domestic Partner coverage. Dependent Verification services are for new hires, qualifying events (i.e.; marriage, birth of a child, etc.) and during the open enrollment period. Qualifying Events require appropriate documentation for the event when enrolling. All dependents that are enrolled in the Airports Authority Medical and / or Dental Plan are subject to dependent verification.
- 4. Question:** For the dependent verification, if email communications are permitted, approximately how many employee email addresses can the Airports Authority provide for the selected vendor conducting the audit?

Answer: The Airports Authority require that all communications related to dependent verification services are mailed to the home address.
- 5. Question:** Will the Airports Authority require communications in a language other than English? If so, what percentage of the population will need translated communications and in which language(s)?

Answer: No, all communications will be in English.

6. **Question:** Will the dependent verification task require that different communications be sent to different groups based on varying eligibility rules?
Answer: No, all requirements are the same.
7. **Question:** What is the historic average number of new hires per month?
Answer: The Airports Authority averages nine (9) new hires per month.
8. **Question:** For dependent verification, what is the historic average number of life events that occur per month?
Answer: The Airports Authority averages ten (10) new qualifying events per month.
9. **Question:** What are the current hourly billing rates in the contract?
Answer: Contractors billing rates are considered propriety and cannot be released.
10. **Question:** Will the Airports Authority Procurement rules and organizational practices allow for the selected contractor to collect fees from a PBM in exchange for participation in a PBM coalition?
Answer: Yes, the Airports Authority does not prohibit contractors from collecting fees from a Pharmacy Benefit Manager (PBM) for PBM coalition participants.
11. **Question:** Are Cobra benefits self-administered or is this service outsourced?
Answer: Cobra benefits are handled by a third party provider.
12. **Question:** Is there a separate Summary Plan Description for Retirees and one for Active employees?
Answer: Pre-65 retirees and Active employees have the same Summary Plan Description (SPD). Post-65 retirees health care benefits are offered under a Medicare Advantage Plan through one of the Airports Authority third party providers.
13. **Question:** Do you anticipate a compliance check of the offered benefits to include an assessment of the Mental Health and Behavioral benefits for compliance with MHPAEA?
Answer: No.