

**City of Alamo Heights
Employee Benefit Services RFP
Questions and Answers
February 19, 2010**

1. What are the City's current benefit plans?

The City has a broker, Bob Feike. Our health insurance is with BlueCross/BlueShield, vision is with Avesis, dental is with Dental Select, life insurance is with Standard Life Insurance and we also have a partnership with Texas Municipal League. AFLAC is offered to employees but there is no contribution from the City.

2. Is AFLAC something the City would like to continue to offer?

Yes.

3. Who is your disability offered through?

Long term disability is offered through the Texas Municipal League under contract with Standard Life Insurance.

4. What are the City's contributions for current plans?

The City contributes 100% of the premium amounts for full-time employee health, vision, dental, life and long term disability insurance. Employees pay for dependants for health, vision, dental and life insurance; long term disability coverage for dependents is not offered.

5. Is there any reason the City is not continuing with Bob Feike?

The City has not conducted a competitive process in about 7 years and has received a number of inquiries from firms interested in competing for the ability to provide the City with employee benefit services. The City believed it to be prudent to conduct a process to ensure that it is receiving the highest level of services available.

6. When do your benefits renew? Do they all renew at the same time?

Health, dental, vision and life insurance policies renew January 1 of each year; long term disability insurance renews October 1 of each year.

7. Who currently handles adds and terms of employees with each carrier? (is this handled internally or does your agent handle them for you)

The Human Resources Manager and/or City Accountant

8. Do you handle COBRA internally, or do you outsource it?

We currently process COBRA internally.

9. Do you currently have a benefit website accessible to your employees?

No.

10. On Form 3 question 3.1 regarding financial statements: 1.) Are you asking about the insurance companies we are bringing to the process or the agent/broker. 2.) If it is the agent/broker, we are a partnership and each agent receives commissions directly from the companies and are autonomous entities. Do you want to see our tax returns, 1099's, commission statements or do we need to create some patchwork of a financial statement.

1) Firm responding to RFP

2) Please provide information that you believe is responsive to the RFP.