

## Questions as of September 29, 2015

Insurance, Medical, Dental, Vision, Cobra Administration,  
FSA Administration, and Retiree Health

RFP 2015-299

25. Provide one census with the following information for each employee (please do not include dependents):

Date of Birth

Status (Active, Cobra, or Retiree)

Gender

Home Zip Code

Medical Plan Election

Medical Dependent Tier Election (EO, EC, ES or EF)

[See Attachment X](#)

26. Provide the following information for comprehensive vision benefit options?

- acquire vision claims experience
- current or renewal vision rates
- vision benefit sheet
- is vision tied to medical (meaning if the member enrolls in medical they will automatically receive vision benefits)

[A separate vision claims experience report will be requested from our current provider. Renewal vision rates are not available. We are self-insured for our vision benefits. We do not currently charge employees a separate premium for vision care; it is included with our medical premium. Collin County currently pays an administrative fee for the employees covered under the Advantage plan; but not for the Advantage Plus plan. Vision care is currently tied to medical coverage. In consideration of future Healthcare Reform mandates such as the "Cadillac Tax" we would like to be able to separate vision benefits and costs from medical benefits and costs. See Attachment Y The vision benefit sheet.](#)

27. How many benefit eligible employees does Collin County have. The census only has those who are currently enrolled in the medical plan. Are there employees who waived coverage? If so, how many?

[As of today, Collin County has approximately 1641 benefit eligible employees \(full and part-time\). As of the end of August we had approximately 1376 employees who elected coverage.](#)

28. Will you be providing Vision claims experience?

[We will have to request vision claim experience from our current carrier.](#)

29. Are there specifics as to the vision plan you are wanted to be quoted?

We are looking for a stand-alone plan that provides similar benefits to what is currently being offered (eye exams, lenses, frames, contacts etc.). This is separate from those vision services that would be covered under a medical plan. Attached is information about our current vision coverage. The Advantage Plus plan provides services that are not limited to a specific network of providers and is a reimbursement process. The Advantage plan utilizes a vision plan administered by one of United Healthcare's partners. Both plans allow participants to choose the provider of their choice. Coverage under the Advantage Plus plan (the more robust of the two plans) has the same reimbursement schedule regardless of the provider used. The Advantage plan has reduced benefits if the participant uses a provider that is not in the network. Collin County desires that the vision plan provides at least one option to utilize a provider of their choice. Currently, the County requires the insured to be covered by the medical plan in order to be covered by the vision plan.

30. Is there a vision census outlining those currently covered on each plan?

Vision is currently part of our medical plan so the medical census should provide the necessary information.

31. Is there an attachment that is titled RFP that details the request around the vision plan?

Under the ATTACHMENTS tab the RFP file is called 2016 Medical RFP the description is Specification. Within the RFP and in these attachments is the information for the vision plan.

- 4.3 SUBMISSION REQUIREMENTS
- 5.0 PLAN DESIGN INFORMATION
- 5.4 VISION PLAN DESIGN INFORMATION
- 6.0 PROPOSAL RESPONSE - PLAN REQUIREMENTS & QUESTIONNAIRE
- Attachment B – 2015 Vision Plan Summary
- Attachment X - Medical Census
- Attachment Y - 2015 Vision Program Flyer