

REQUEST FOR PROPOSALS

ADDENDUM # 1 **Questions and Clarifications**

Employee Health Clinic Professional Services
RFP# NF2021-08

TO: Prospective Proposers
FROM: Jamie Arbogast, Director of Procurement
DATE: October 08, 2021
SUBJECT: Addendum No. 1 – Questions and Clarifications

The following is included as part of Addendum No.1 and supersedes the language/requirements set forth in the original "Request for Proposals".

ADDENDUM # 1 – Questions and Clarifications

| # | Questions submitted or asked | Response from GPMTD |
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| 1 | Can you please provide us with two years of medical and pharmaceutical claims data? | <i>Refer to attachment label question 1 total paid claims GPMT by year</i> |
| 2 | Can you tell us what are the health issues driving your high-cost claims? Can you provide a high-cost claims report? | <i>Refer to attachment labeled question 2 Dynamic Claimant GPMT</i> |
| 3 | Can you provide a census file for eligible employees and covered dependents? | <i>Refer to attachment labeled question 3 census. This only includes enrolled in the plan. BCBS does not have information on employees that waived coverage.</i> |
| 4 | Please provide information on the health plans offered to employees and number of members in each plan (if applicable) | <i>1 BCBS PPO health plan is offered. 166 subscribers and 363 total members (including subscribers) are enrolled. SBC is attached.</i> |
| 5 | What firm does GPMTD work with for employee benefits consulting / brokerage? | <i>First Mid Insurance Group</i> |
| 6 | Please provide details on the current Wellness Program, including: <ul style="list-style-type: none">• Activities performed (labs, exams, etc.)• Financial incentives | <i>There is no current wellness program in place. We did do a voluntary health assessment for employees to participate in.</i> |

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| | <ul style="list-style-type: none"> • Participation rate by relationship type (i.e., employee, spouse, dependent) | |
| 7 | Who current administers the Wellness Program? | <i>The employee health assessment was administered by Catapult Health</i> |
| 8 | Does GMPTD have available space identified to serve as the clinic? | <i>No, not at this time.</i> |
| 9 | Please provide the following claims data: <ul style="list-style-type: none"> • Utilization by setting (Primary Care, Specialty Care, ER, In-Patient) • Population Health Reporting | <i>Refer to attachment labeled question 9 EE clinic reports GPMT</i> |
| 10 | Does GPMTD desire any occupational health services? If so, please list the services and annual volume below: <ul style="list-style-type: none"> • DOT Physicals • Vaccinations (list) • BAT Testing • UDS Testing (panel?) | <i>Yes, GPMTD would like to have the following occupational health services available:</i> <i>DOT physicals, Vaccinations (Covid, Flu, hepatitis C, Shingles), Drug and Alcohol screens, return to work physicals, initial work comp exams, pre employment physicals</i> |
| 11 | Are these proposals to be treated as a sealed bid procurement? | <i>Yes, Refer to section 1-3 of the RFP document. The proposals are to be bound together in a sealed envelope clearly labeled. They can be mailed or delivered to the address listed. No proposal shall be opened until after the RFP deadline.</i> |
| 12 | Have you clearly defined objectives to measure the success of this employee healthcare strategy? If so, can you please share them? | <i>The main objective is to encourage employees to better their health and lower health care coverage claims. By offering a free employee health clinic, we hope to see a decrease in our BCBS claims.</i> |
| 13 | What would cause GPMTD to not move forward with this initiative? | <i>Nothing</i> |
| 14 | Can you please provide a claims summary file for the past two years (Medical and Pharma if possible)? This will help us understand the chronic condition prevalence rates among the population, and most prescribed meds. | <i>Refer to attachment labeled Question 14 Claims and population</i> |

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| 15 | Since no allocation of square footage is in the plan, and a near-site strategy seems to be preferred, is it the GPMTD's expectation that the chosen partner provide that space at their risk, or will the GPMTD have a budget for securing and building out the space? | <i>We would not expect a partner to solely provide the space but GPMTD would expect to incur some of the cost.</i> |
| 16 | Would you please clarify your expectations for 'after-hours' coverage? | <i>The only after hours need would be for random drug and alcohol screenings. If that is necessary, we already have a provider that would perform that service.</i> |
| 17 | What are the working hours per shift, and the employee counts for each shift? | <i>We have approx. 20 Administrative employees that work a normal 8 am – 5 pm shift. We have approx. 90 bus operators that work various pieces of work ranging from 4:30 am to 2:30 am on any given day. We have approx. 30 maintenance employees half of which work 1st shift 7:30 – 4:30 pm and 2nd shift that works 4:00 pm to 2:30 am.</i> |
| 18 | Startup date is 'TBD' in the timeline, but do you have an approximate idea of the quarter and year for when you would like to open? | <i>Ideally, we would like to be ready to start January 1st. The next best time to start would be the beginning of our fiscal year July 1. However, we can make any given start date work.</i> |
| 19 | Section 2.6 of the solicitation states that there is potential to "engage other public or private sector" entities? Has GPMTD identified potential partners at this time? If yes, what opportunity will there be to understand the unique demographic characteristics of these additional entities for consideration as we develop and propose our solution(s) to GPMTD? | <i>We have not at this time identified any other potential entities.</i> |
| 20 | Who is GPMTD's PBM? | <i>Prime Therapeutics</i> |
| 21 | Section 2-10 Proposal Pricing Structure, page 22: Please confirm it is acceptable for bidders to offer their proposed pricing on a monthly fixed fee basis. | <i>Yes, a monthly fixed fee would be acceptable. However, in order to fairly evaluate and compare pricing, we may have to "convert" the monthly fee into another form (ie annually, per employee, etc)</i> |
| 22 | Section 2-10 Proposal Pricing Structure, Prescriptions: Please confirm bidders should provide individual medication pricing per medication, for the most utilized medications. | <i>Yes please provide individual medication pricing. The top 10 drug classes are: Insulin, Sympathomimetics, Incretin Mimetic Agents, Dipeptidyl Peptidase Inhibitors, Anti-infective Agents, Anti-Obesity Agents, Amphetamines, Antidiabetic Combinations,</i> |

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| | Are there specific medications GPMTD wants included on this list of medications? | <i>Quinolinone Derivatives, Sodium-Glucose Co-Transporter 2 Inhibitors</i> |
| 23 | Can you please provide an employee census file? The purpose of this file is to analyze employee geo-density for identifying potential locations for a near-site facility. Fields to include: <ul style="list-style-type: none"> • Job title, • Relationship (employee, spouse, or dependent) • Gender • Age • Residence address (zip code at minimum) • Medical plan election • Medical tier (employee only, employee + spouse, employee + spouse + dependent(s)) • Please do not include names, Personal Health Information, or any personal identifiable data. | <i>See Employee Census – Addendum Quest #23 file</i> |
| 24 | Does the GPMTD anticipate employee growth in the next 2-3 years? If so, what is your projection? | <i>We do not anticipate any employee growth in the next 2-3 years.</i> |
| 25 | Of the 191 employees, how many are full-time? | <i>Current Employee count 178; 156 are FT</i> |
| 26 | Can you describe the distribution of these employees across the three (3) facilities GPMTD operates, i.e., how many employees are located / based in each facility? | <i>We currently have 178 employees. 19 Admin, 101 Operations, 39 Maintenance; 19 PT Security</i> |
| 27 | Can you describe the work shift of the 191 employees? How many employees are active during what periods of the day and during which days of the week? | <i>We have approx. 20 Administrative employees that work a normal 8 am – 5 pm shift. We have approx. 90 bus operators that work various pieces of work ranging from 4:30 am to 2:30 am on any given day. We have approx. 30 maintenance employees half of which work 1st shift 7:30 – 4:30 pm and 2nd shift that works 4:00 pm to 2:30 am.</i> |
| 28 | In terms of the member demographics, what is the average employee age? | <i>51.2 is the average Employee age in the health plan</i> |

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| 29 | What is the average hourly wage for unionized employees? | <i>NA, will not answer.</i> |
| 30 | What is the average hourly wage for non-unionized employees? | <i>NA, will not answer.</i> |
| 31 | Are retirees benefit eligible? If so, how many retirees will be eligible for these services? | <i>We currently provide insurance coverage for retirees.</i> |
| 32 | Are you able to provide additional documentation or a website link on your employee wellness program? | <i>No</i> |
| 33 | What other health improvement benefits do you offer employees? | <i>None</i> |
| 34 | Do you intend to allocate budget toward healthy behavior incentives? What does that incentive strategy look like? | <i>Not at this time</i> |
| 35 | Will medical services only be available to the 163 plan enrolled members (subscribers), and their families or will all employees irrespective of their enrollment status / plan participation have access to the health center? | <i>We would like to have the option of choosing this but the decision will be based on the costs.</i> |
| 36 | Regarding the biometric screening protocol currently in place, does GPMTD collect biometric data via a fasting finger-stick blood collection or via a fasting venipuncture? If venipuncture, what chemical panel is being analyzed? | <i>No</i> |
| 37 | Are DOT physicals being requested as part of this solicitation? | <i>Yes</i> |
| 38 | Are random, reasonable suspicion, and post-offer, and post-accident drug and alcohol testing services being requested as part of this solicitation? | <i>Yes</i> |
| 39 | In terms of plan design, does GPMTD currently offer a qualifying HDHP with an HSA? | <i>Not at this time.</i> |

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| 40 | <p>Is GPMTD interested in the inclusion of any of the following services as part of the solution:</p> <ul style="list-style-type: none"> • Integrated physical therapy onsite • Integrated behavioral health counseling onsite • Dedicated virtual access, including 24/7 coverage and remote patient monitoring for chronically ill members suffering from obesity, hypertension, and diabetes? | <p><i>Yes, we would be interest in including each of these things.</i></p> |
| 41 | <p>Does GPMTD offer an EAP as part of the benefit plan?</p> | <p><i>We have a separate vendor that provides our EAP service.</i></p> |
| 42 | <p>Do you have a preferred/narrow network of local providers/specialists that you want to leverage for referrals?</p> | <p><i>This would depend on the service that is being referred.</i></p> |
| 43 | <p>Can you please provide the current volumes for any of the following Occ Health services for which you need to have included?</p> <ul style="list-style-type: none"> • Pre Emp. / Post Offer Phys. • DOT Phys. <ul style="list-style-type: none"> ○ Predetermined Schedule, Occurs When? • NFPA Phys. <ul style="list-style-type: none"> ○ Predetermined Schedule, Occurs When? • UDS • BAT • Fitness for Duty • Return to Work • Occ Case Management • Audiometry • Respirator Fit • Lift Testing • Others? | <p><i>Pre-employment – 20-25/yr</i></p> <p><i>Lift Test – 5 per year</i></p> <p><i>Unable to access data for remaining request</i></p> |
| 44 | <p>Section 2.6 of the solicitation states that biometric screenings, which are currently conducted as part of GPMTD’s wellness program, will be offered by the health center vendor. Historically, what percentage of the employee population has participated in the biometric screening program?</p> | <p><i>We have only offered this one time and approx. 50% of employees participated.</i></p> |
| 45 | <p>How many pre-employment physicals occur on average during each calendar year?</p> | <p><i>20-25 per year</i></p> |

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| 46 | How many recordable work injuries occur on average annually? | 15 |
| 47 | <p>If GPMTD would like our firm to provide a savings analysis as part of our RFP response, can you please provide the following community utilization and unit cost experience data for the plan:</p> <ul style="list-style-type: none"> • How many hospital in-patient admissions per 1000 members? • What is the average plan paid cost per admission? • How many emergency room visits per 1000 members? • What is the average plan paid cost per visit? • How many urgent care visits per 1000 members? • What is the average plan paid cost per visit? • How many primary care visits per 1000 members? • What is the average plan paid cost per visit? • How many specialty care visits per 1000 members? • What is the average plan paid cost per visit? • How many physical therapy visits per 1000 members? • What is the average plan paid cost per visit? • How many chiropractic visits per 1000 members? • What is the average plan paid cost per visit? | <p><i>Items highlighted in yellow can be found on attachment labeled BI Utilization Analysis GREATER PEORIA MASS TRANSIT DISTRICT</i></p> <p><i>Items highlighted in green can be found on EE clinic reports GPMT</i></p> <p><i>Items highlighted in blue can be found on Chiro and PT report</i></p> <p><i>42.6 Found on page 19</i></p> <p><i>\$29,942 found on page 19</i></p> <p><i>226 found on page 25</i></p> <p><i>\$2,567 found on page 25</i></p> <p><i>67 found on EE clinic report GPMT</i></p> <p><i>\$155 found on EE Clinic reports GPMT</i></p> <p><i>24,179 found on page 29</i></p> <p><i>\$163 found on page 29</i></p> <p><i>55% of the OV were specialty found on page 29</i></p> <p><i>Refer to page 30</i></p> <p><i>27 found on attachment labeled Chiro and PT</i></p> <p><i>\$2563 found on attachment labeled Chiro and PT</i></p> <p><i>1,735 found on attachment labeled Chiro and PT</i></p> <p><i>\$696 found on attachment labeled Chiro and PT</i></p> |
| 48 | Of the 191 employees, how many are unionized? | <i>Approx. 145 are unionized employees</i> |
| 49 | Confirming that the union affiliation of these members is ATU Local 416? Or another? | <i>All union members are affiliated with the ATU Local 416.</i> |
| 50 | Is the inclusion of the health center benefit being wrapped into labor contract negotiations with the union, or this being | <i>This is separate from negotiations.</i> |

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| | considered separate and apart from negotiations? | |
| 51 | <p>When does the current labor contract expire?</p> <ul style="list-style-type: none"> • How many non-admission mental health visits per 1000 members? • What is the average plan paid cost per visit? • How many labs per 1000 members? • What is the average plan paid cost per lab? • How many imaging visits per 1000 members? • What is the average plan paid cost pr imaging visit? • How many prescribed Rx PPPY? • What is the average plan paid cost per Rx? • What % of total prescribed Rx are specialty vs. non-specialty? | <p><i>Current labor contract expires Nov 30, 2021.</i></p> <p><i>Mental health claims information can be found on attachment labeled question 51 mental health</i></p> <p><i>0</i></p> <p><i>0</i></p> <p><i>Labs are included in an office visit, therefore accurate data cannot be provided</i></p> <p><i>Please reference the BI Utilization Analysis GREATER PEORIA MASS TRANSIT DISTRICT for all Rx related cost.</i></p> |