



The Sewerage & Water Board OF NEW ORLEANS

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NEW ORLEANS, LA 70165
504.529.2837 OR 52.WATER
www.swbno.org

March 21, 2024

Addendum No. 2

Your reference is directed to the Request for Proposal for: **2024-SWB-04 Healthcare Plan Consultants** for the Sewerage and Water Board of New Orleans which proposals are due on **April 5, 2024**, at **11:00 a.m.** CDT.

This Addendum serves to address the following:

1. Answers to Questions
2. Sample attachments

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1. Is the S&WB asking for completion and distribution of Total Reward Statements including compensation, retirement, etc.? Can you provide a copy of what is currently being produced?

Yes. See attachment Pages 4-6.

2. Are there any other printing requirements for this bid? If so, please describe in detail and provide the total expected to be printed. (ex. Enrollment guides, fliers, post cards, etc.)

Yes, flyers for Open Enrollment, Open Enrollment materials sent to our Coupon Payors/Direct Pay Pensioners /COBRA Employees and anything else requested.

3. Is the current consultant/broker working on a fee basis?

Yes.

4. If so, what is the annual fee?

\$61,800/year

5. Are there any additional programs or cost saving measures being offered by your current broker/consultant? Please describe in detail including cost of each program.

No.

6. Who does the S&WB use for their Third-Party Administrator, Pharmacy Benefit Manager and Stop Loss provider?

- **TPA: UMR**
- **PBM: RxBen/Esript**
- **Stop Loss: Sun Life**

7. Has the S&WB employed any wellness or disease management? Please describe for each covered dependent if EE elected optional Accident and/or Critical Illness coverage.

- **Wellness: Guardian-monetary incentive**
 - **Guardian Wellness Incentive: \$50**
- **Disease Management: UMR-Ongoing Care/DM program**
 - **See attachment Page 7.**
- **Accident Insurance Coverage**
 - **Accident insurance is an OPTIONAL extra layer of protection that gives you a cash payment to help cover out of pocket expenses when you suffer an unexpected qualifying event.**
- **Critical Illness Coverage**
 - **Critical illness insurance is an OPTIONAL supplemental policy that provides you with a cash payment if you ever experience a serious illness like cancer, heart attack or a stroke, to give you the freedom to concentrate on your treatment and recovery.**

Both benefits are the same for spouses and dependents, no difference in coverage.

8. If there were two or three things you could improve regarding the current management of your plan, what would those be?

Open Enrollment process and/or execution.

9. Is the S&WB interested in cost reduction programs that are paid for by third party vendors or carriers?

Yes.

10. Please provide a copy of your most recent open enrollment employee/retiree guide.

See attachment Pages 8-10.

11. Does the S&WB offer a different plan to retirees like Medicare Advantage or a Part D card? If so, is enrollment optional or mandated?

- **Yes, Part D (pharmacy)**
- **Optional**

The changes, additions, and/or deletions included herein are hereby made part of the solicitation documents for 2024-SWB-04 Healthcare Plan Consultants, as fully and completely as if the same were set forth therein. The bidder shall be responsible for having knowledge of all addenda issued for this RFP.

This addendum consists of three (3) pages with seven (7) pages of attachments.

***** END OF ADDENDUM ****



**BENEFIT STATEMENT
AS OF
JANUARY 1, 2023**

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Basic Member Information

Employee ID Number:	[REDACTED]	<u>Years of Credited Service and Vesting as of January 1, 2023</u>	
Date of Birth:	[REDACTED]	Credited Service Earned at SWBNO:	19.58
Date of Hire:	June 2, 2003	Additional Credited Service²:	<u>0.00</u>
2023 Rate of Pay¹:	\$47,923	Total Credited Service³:	19.58
Normal Retirement Age (NRA):	December 7, 2043	Vesting Percent:	100%
Earliest Retirement Date:	March 5, 2031		

¹ Annual salary in effect on January 1, 2023.

² Credited Service from Military Service, and/or service transferred from another Retirement System and/or other service purchased under the Rules and Regulations.

³ Credited Service (see page 3 for more details) is used in the benefit formula which determines the amount of your retirement benefit (see the "Retirement Allowance" column on page 2 for more details). Credited Service shown above has not been reduced by your days of Leave Without Pay (LWOP) as such data is not included in the actuarial valuation data. Your final Credited Service will be adjusted by your actual LWOP at the time your final benefits are determined.

[REDACTED]



Sewerage and Water Board of New Orleans Benefits Confirmation Statement

[Redacted]
[Redacted]
New Orleans, LA 70126

[Redacted]
[Redacted]
Class 2 - Active Employees - Bi-Weekly

Medical: 2023 Active - Medical, Dental, and Vision Plan

Carrier:	UMR	[Redacted]
Plan Tier:	Employee + Child(ren)	
Coverage Dates:	01/01/2023 to 12/31/2023	
Pay Period Cost:	\$91.99	

Last Updated on 11/13/2022

Accident: 2023 Voluntary Accident Plan

Carrier:	Guardian	[Redacted]
Plan Tier:	Employee + Child(ren)	
Coverage Dates:	01/01/2023 to 12/31/2023	
Pay Period Cost:	\$9.69	

Last Updated on 10/16/2022

Group Life: 2023 Employer-Paid Life-AD&D

Carrier:	Guardian	
Coverage Dates:	01/01/2023 to 12/31/2023	
Pay Period Cost:	\$0.00	
Benefit Amount:	\$25,000.00	

Last Updated on 11/13/2022

Voluntary Life: 2023 Voluntary Life/AD&D

Carrier:	Guardian	[Redacted]
Coverage Dates:	01/01/2023 to 12/31/2023	
Pay Period Cost:	\$7.43	
Benefit Amount:	\$100,000.00	

Last Updated on 11/13/2022

Dependent Voluntary Life: 2023 Voluntary Life/AD&D

Carrier: Guardian



Coverage Dates: 01/01/2023 to 12/31/2023

Pay Period Cost: \$0.80

Benefit Amount: \$10,000.00

Last Updated on 11/13/2022

Total Pay Period Cost: \$109.91



ONGOING CONDITION CARE

Begin Living Your Best Life

Managing an ongoing condition takes patience and a gentle approach to caring for yourself.



WHAT IS THE DISEASE MANAGEMENT PROGRAM?

The goal of Our Disease Management Program is to improve your health and quality of life while managing healthcare expenses. To accomplish this, we provide you with educational materials about your healthcare conditions, work with you on making lifestyle changes and support you in following your medical treatment plan. We empower you to take control of your health and proactively participate in improving it.

Get expert resources and personal support for managing the challenges of living with:

- » ALS, multiple sclerosis, myasthenia gravis or rheumatoid arthritis
- » Hypertension, heart failure or coronary artery disease
- » Asthma or COPD
- » Depression or anxiety
- » HIV/AIDS, hepatitis C or sickle cell anemia
- » Ulcerative colitis or Crohn's disease
- » Breast, prostate, colorectal or lung cancers
- » Diabetes (types 1 or 2)
- » Chronic kidney disease

INCENTIVE ELIGIBILITY

Enroll in UMR's Ongoing Condition CARE program and engage monthly to earn the incentive.

If you are actively engaged in the disease management programs, you are eligible for the following:

- » 100% coverage for insulins, diabetic test strips, and diabetic supplies
- » 100% coverage for **generic*** oral medications for members diagnosed with **diabetes, hypertension, and coronary heart disease.**

**If a generic medication is not available, the brand medication is covered at 100%.*



GET STARTED TODAY





2024 BENEFITS

OPEN ENROLLMENT

October 30th – November 10th

What You Need to Know

- This enrollment is **not mandatory**. If you are currently enrolled and do not participate, your current elections **will rollover**. You have the option to enroll **in-person or virtually**. Our Open Enrollment schedule is below for reference. Please call Benefits Dept to schedule an in person appointment only. No Appointment needed for the Call Center.
- Open Enrollment includes **Active Employees and Retirees**. This is your one-time annual opportunity to make changes for 2024 unless you experience a qualifying life event.
- Medical premiums will be increasing **5.2%** for 2024 for all employees and retirees. SWBNO as an organization absorbed **86%** of the expected increase to healthcare costs.

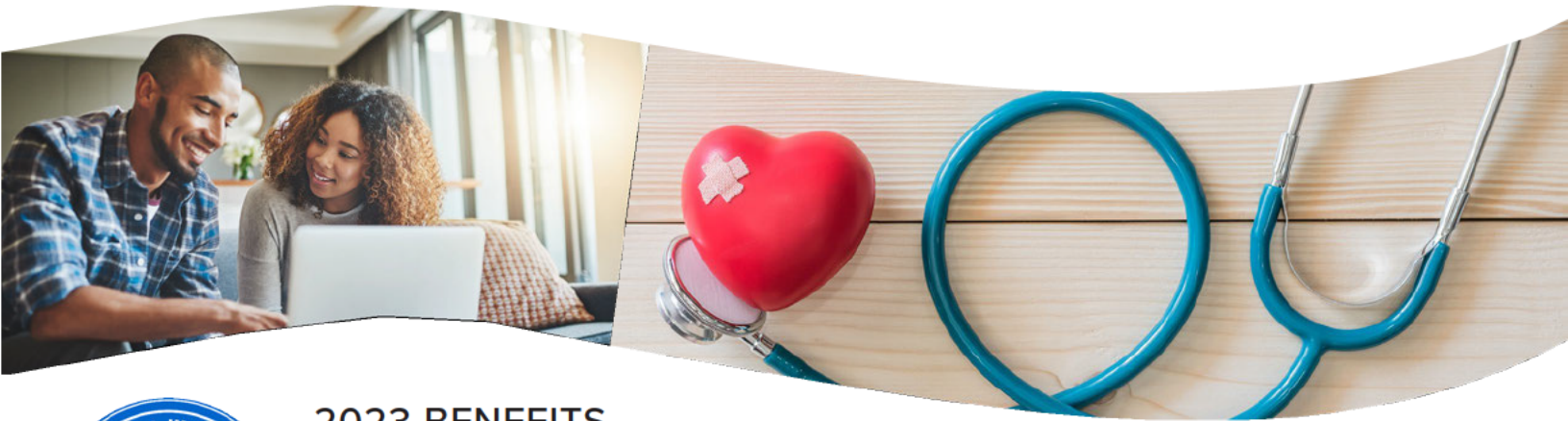
Dates	On-Site Schedule	Location	Location Address
10/30/2023	8a-12p / 1p-4p	Central Yard	Annex
10/31/2023	8a-12p / 1p-4p	Carrollton Water Plant	Auditorium
11/1/2023	8a-12p / 1p-4p	Algiers	Algiers break room
11/3/2023	8a-12p / 1p-4p	St Joseph	Basement
11/7/2023	8a-12p / 1p-4p	Carrollton Water Plant	Auditorium
11/8/2023	8a-12p / 1p-4p	Central Yard	Annex
11/10/2023	8a-12p / 1p-4p	St Joseph	Basement

Call Center (Virtual) Schedule

Dates	Call-In Window	Phone Number
10/30/2023 – 11/10/2023	7:00 AM – 6:00 PM	[REDACTED]

If you have any questions or concerns, please reach out to the

[REDACTED]



2023 BENEFITS

OPEN ENROLLMENT FOR RETIREES (PRE & POST 65)

What's NOT Changing for 2023:

- Your benefit plan design
- Your deductible, coinsurance, and the out-of-pocket
- Pharmacy benefits and the formulary

What's Changing for 2023:

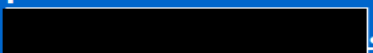
- **Our medical plan** will now be utilizing The United Healthcare Choice+ National Network.
- **New ID cards** will be mailed to your address along with the ability to utilize temporary cards until arrival.



- **Open Enrollment will be from October 24 to November 4, 2022.**
- **This includes Pre-65 and Post-65 Retirees. This enrollment is NOT mandatory.**
- **We encourage you to call in during the below windows to review your current elections with an enrollment counselor.**
- **If you do not participate, your current enrollment will rollover for 2023.**

Dates	Call-In Window	Phone Number
10/24 – 11/4	7:00 AM – 12:00 PM 2:00 PM – 6:00 PM	844-852-8150

If you have any questions or concerns, please reach out to Human Resources at





2024 BENEFITS

OPEN ENROLLMENT

Save the Date!

- Open Enrollment will be from **October 30, 2023 to November 10, 2023.**
- This includes **active employees AND retirees.**
- If you do not participate, your current enrollments will **rollover** for 2024.
- Additional information is forthcoming. Appointments will be necessary if you need to update, make changes, or add benefits for 2024.

If you have any questions or concerns, please reach out to the

