



ADDENDUM NO. 3

DATE: May 6, 2016
FROM: City of Grand Junction Purchasing Division
TO: All Offerors
RE: Employee Life, AD&D and Disability Insurance RFP-4224-16-NJ

Offerors responding to the above referenced solicitation are hereby instructed that the requirements have been clarified, modified, superseded and supplemented as to this date as hereinafter described.

Please make note of the following clarifications:

1. **Clarification 1:** All references to "Exhibits" in the Original Solicitation shall be disregarded. The items attached to the Original Solicitation, Addenda 1, 2, and 3, and uploaded to the Rocky Mountain E-Purchasing are as follows:
 - **Employee Census** – Corrected version attached to Addendum 2 (PDF) and uploaded to the Rocky Mountain E-Purchasing website (excel).
 - **Retiree Census** – Attached to this Addendum 3 (PDF) and uploaded to the Rocky Mountain E-Purchasing website (excel).
 - **Voluntary Life** – Voluntary Life and AD&D Summary has been attached to this Addendum 3.
 - **Questionnaire Attachments A and B** – Attached to the Original Solicitation (PDF) as well as uploaded to the Rocky Mountain E-Purchasing Website (word).
 - **Life and AD&D Policy** – Attached to the Original Solicitation (PDF)
 - **LTD Policy** – Attached to Addendum 1 begins on page 22 (PDF)
 - **Coverage Volumes and lives information** – Attached to Addendum 1 page 3 (PDF)
2. **Question 7:** "Please confirm that the commissions level is Net as per section 4.1 of the RFP."
Response: This RFP would not be considered "Net" and requires full disclosure of all fees, commissions and expenses.
3. **Question 8:** "Please confirm whether the City participates in PERA or Social Security."
Response: No, the City does not participate in PERA and all employees are enrolled in defined contribution plan. General employees are members of both Social Security and Medicare. Sworn Fire and Police employees do not participate in Social Security. Sworn Fire and Police employees hired after April 1, 1986 participate in Medicare and are covered by the FPPA disability only plan.
4. **Question 9:** "There are three additional details I'll suggest you provide for your RFP process: 1.) A census for the Retiree Life Insurance participants showing Male/Female,

Date of Birth. 2.) Whether employees participate in the Social Security program, PERA, or some other retirement and disability program outside Social Security. 3.) A three year rate history by line of coverage.”

Response: 1.) See Addendum 3 attachments 2.) See Response to Question 8 listed above in this Addendum 3. 3) No history or claims experience will be provided and the 2017 Renewal rates have not been submitted by our current vendor.

5. **Question 10:** “After reviewing the RFP, I noticed that there is not a copy of the LTD contract in the attachments. I am also missing their renewal – do they have a copy yet. I also did not see claims experience and I thought I saw it mentioned in the RFP.”

Response: Included in Addendum 1 beginning on page 21 and refer to Question 9 listed above in this Addendum 3.

The original solicitation for the project noted above is amended as noted.

All other conditions of subject remain the same.

Respectfully,

A handwritten signature in blue ink that reads "Nicholas C. Jones".

Nicholas C Jones, Buyer
City of Grand Junction, Colorado

LIFE AND AD&D INSURANCE

GROUP (BASIC) LIFE AND ACCIDENTAL DEATH & DISMEMBERMENT (AD&D)

Life Insurance is a very important part of good financial planning. Its purpose is to help prevent loved ones from financial hardships related to an untimely death. AD&D insurance pays benefits in the event of loss of life, limb, or sight due to accident.

The City of Grand Junction provides full-time employees with Basic Life/AD&D insurance as a 100% employer-paid benefit effective the first day of your sixth month of full-time employment. All eligible employees are provided 1x annual earnings up to \$150,000 of Life Insurance and 1x annual earnings plus \$50,000 up to \$200,000 for Accidental Death & Dismemberment Insurance. Coverage reduces to 65% at age 65, 50% at age 70 and to 35% at age 75.

In addition to the employer-paid benefit, eligible employees can elect to add basic life insurance for your dependent(s) to this policy. The cost of this additional benefit is \$0.80 per month and will provide \$5,000 coverage for a spouse and \$2,000 per dependent child.

You may change your beneficiaries at any time by completing a change form and submitting it to Human Resources.

VOLUNTARY, ADDITIONAL LIFE INSURANCE & AD&D INSURANCE

Employees can purchase the following additional Life and AD&D insurance:

- Employees may choose up to 5x annual earnings or \$500,000, whichever is less. The guarantee issue amount is \$180,000*.
- Employees may choose up to 100% of their voluntary coverage amount for their spouse up to a maximum of \$500,000. The guarantee issue amount is \$25,000*.
- Employees may choose up to 100% of their voluntary coverage amount for their child(ren) up to a maximum of \$10,000 per dependent.
- Employees may choose voluntary/additional AD&D insurance at a rate of \$0.03 per \$1,000 of coverage for employee, spouse and children in \$10,000 units for employees up to a maximum of \$50,000, \$5,000 units for spouses up to a maximum of \$50,000 and \$2,000 units for dependents up to a maximum of \$10,000. To get AD&D for your spouse and/or child(ren), you must have AD&D coverage in the same amount or more for yourself.

“Guarantee Issue Amount” refers to the amount of coverage that can be obtained without going through any medical underwriting processes.

- *If an employee purchased voluntary life insurance as a new hire in 2015 or 2014 or during 2013’s open enrollment period, they can increase their coverage amount up to the guarantee issue amount(s) without going through medical underwriting. If an amount greater than the guarantee issue amount is requested, medical underwriting is required which requires completion of an Evidence of Insurability Form.
- *If an employee did not purchase voluntary life insurance as a new hire in 2015 or 2014 or during 2013’s open enrollment period, they can make an election during open enrollment and ANY amount requested is subject to medical underwriting which requires completion of an Evidence of Insurability Form.
- *A new hire can elect coverage within 30 days of their hire date and only election amounts requested above the guarantee issue amount(s) are subject to medical underwriting which requires completion of an Evidence of Insurability Form.

The premium for employee and spouse coverage is based upon the individual’s age each year at January 1. Please see the highlights brochure for more information on rates and how to calculate premiums.

Retiree Life Policy Census

	Date of Birth	Description	Gender
1	5/14/1929	Retiree Coverage	M
2	3/8/1928	Retiree Coverage	M
3	7/2/1937	Retiree Coverage	M
5	10/1/1928	Retiree Coverage	M
6	8/15/1937	Retiree Coverage	M
7	4/29/1939	Retiree Coverage	M
8	2/15/1953	Retiree Coverage	M
9	8/21/1950	Retiree Coverage	M
10	8/12/1923	Retiree Coverage	M
11	3/25/1926	Retiree Coverage	F
12	5/31/1937	Retiree Coverage	M
13	1/4/1917	Retiree Coverage	M
14	6/18/1934	Retiree Coverage	M
15	12/18/1935	Retiree Coverage	M
16	3/29/1938	Retiree Coverage	M
17	11/2/1950	Retiree Coverage	M
18	5/3/1940	Retiree Coverage	M
20	1/11/1937	Retiree Coverage	M
21	7/17/1905	Retiree Coverage	M
22	3/4/1945	Retiree Coverage	M
23	7/22/1931	Retiree Coverage	M
24	8/16/1928	Retiree Coverage	M
25	8/5/1937	Retiree Coverage	M
26	6/19/1942	Retiree Coverage	M
27	12/4/1925	Retiree Coverage	F
28	3/27/1930	Retiree Coverage	M
29	2/9/1927	Retiree Coverage	M
30	12/31/1928	Retiree Coverage	M
31	8/23/1925	Retiree Coverage	F
33	7/4/1942	Retiree Coverage	M