February 14, 2018

PROJECT NAME: Benefits, Classification & Compensation Study

RFP NO: B182009

RE: ADDENDUM #1

To All Prospective Proposers,

The following information is being provided to aid in preparation of your proposal submittal(s):

**Question #1: How many job titles does Galveston County have?**

Response: Galveston County has 520 job titles. Galveston County provides services to the public that include: maintaining property and other public records; preserving law and order; operating the County jail; constructing and maintaining roads in unincorporated area; maintaining public works; assisting farmers, homemakers, and veterans; conducting elections; collecting taxes; prosecuting criminals and developing and maintaining parks.

**Question #2: How many job titles does Galveston County Health District have?**

Response: There are 183 job titles across the Health District.

**Question #3: Is the Health District on the same benefits plans as the County?**

Response: No, below are the Health District plans:
- Medical – TML – United Healthcare Choice Plus and CareHere
- Dental – TML – United Healthcare Choice Plus
- Vision – TML - United Healthcare Choice Plus
- Life Insurance – Lincoln Financial
- Supplemental through 3rd party administrator – First Financial
  - Colonial – Life Insurance, Accident
  - Lincoln – Short Term Disability
  - American Fidelity – Cancer, Heart Attack/Stroke
  - TCDRS – Retirement plan
  - AUL (One America) – 457DCP retirement plan

**Question #4: Does the Health District have the same policies (i.e. Salary Administration Policy, Merit Pay Plan, Performance Appraisal System, etc.) as the County?**

Response: No, different policies.
Question #5: What is the County’s desired schedule for completion?
Response: The County requests that the study be completed prior to or during the early part of the FY2019 budget cycle which is slated to be finalized in August of 2018.

Question #6: What is the County’s approved budget for the project?
Response: Funding for this study has been appropriated, however, the specific amount will be not be mentioned until the contract negotiations phase with the selected firm has begun.

Question #7: How many classifications/job titles are included in the study?
Response: Please refer response to question #1.

Question #8: Are seasonal and temporary jobs included in the study?
Response: Yes.

Question #9: How many unique job titles does the County have?
Response: Please refer response to question #1.

Question #10: How many unique job titles does the Health District have?
Response: Please refer response to question #2.

Question #11: Are any of the county or Health District’s employees included in the study represented by collective bargaining agreements or collective bargaining units?
Response: No.

Question #12: If so, can you please provide the names of the CBAs or CBUs and the number of employees who are represented?
Response: Please refer to the response for Question #11.

Question #13: If there are CABs or CBUs involved, can you clarify if this study is part of a joint labor-management facilitation effort?
Response: Please refer to the response for Question #11.

Question #14: Do the county and/or Health District have a budget for the study that you can share with us?
Response: Please refer to the response to Question #6.

Question #15: What is the target transition date?
Response: Please refer to the response to Question #5.
As a reminder, all questions regarding this bid must be submitted in writing to:

Rufus G. Crowder, CPPO CPPB
Galveston County Purchasing Agent
722 Moody, Fifth (5th) Floor
Galveston, Texas 77550
E-mail: rufus.crowder@co.galveston.tx.us

If you have any further questions regarding this RFP, please address them to Rufus Crowder, CPPO CPPB, Purchasing Agent, via e-mail at rufus.crowder@co.galveston.tx.us, or contact the Purchasing Department at (409) 770-5371.

Please excuse us for any inconvenience that this may have caused.

Sincerely,

Rufus G. Crowder, CPPO CPPB
Purchasing Agent
Galveston County