



## COBB COUNTY PURCHASING DEPARTMENT

1772 County Services Parkway  
Marietta, Georgia 30008-4012  
(770) 528-8400 /FAX (770) 528-1154  
Email: [purchasing@cobbcounty.org](mailto:purchasing@cobbcounty.org)  
[www.purchasing.cobbcountyga.gov](http://www.purchasing.cobbcountyga.gov)

### IMPORTANT NOTICE – PLEASE READ CAREFULLY!!

ALL bids **MUST** be received at the Cobb County Purchasing Department.

**BIDS MUST BE RECEIVED BEFORE 12:00 (NOON) ON BID OPENING DAY**

**Any bid received later than 12:00 (noon) will not be accepted.** The County accepts no responsibility for delays in the mail. Bids are to be mailed or delivered to:

COBB COUNTY PURCHASING DEPARTMENT  
1772 COUNTY SERVICES PARKWAY  
MARIETTA, GA 30008-4012

**All bid prices shall be submitted on the Bid Form included in the bid/proposal.  
Any revisions made on the outside of the envelope WILL NOT be considered.**

**PLEASE CHECK bid specifications and advertisement for document requirements.**

Documents/Forms listed below **MUST** be submitted when required.

Omission of these documents /forms will cause your bid/proposal to be declared **NON-RESPONSIVE**.

- **BID SUBMITTAL FORM**
  - ▶ *Official Signature is required on this form guaranteeing the quotation.*
- **CONTRACTOR AFFIDAVIT and AGREEMENT - Exhibit A - (Not Required)**
  - ▶ *Affidavit **MUST** be signed, notarized and submitted with any bid requiring the performance of physical services. If the affidavit is not submitted at the time of the bid, bid will be determined non-responsive and will be disqualified.*
- **BID BOND- (Not Required)**

**If your firm is classified as a Disadvantaged Business Enterprise (DBE) please complete Exhibit B** with bid response. A Disadvantaged Business Enterprise (DBE) is generally defined as a Female, Black American, Hispanic American and any other minority owned business.

All vendors are required to submit the ORIGINAL AND AT LEAST one (1) duplicated copy of any bid submitted to Cobb County. Please refer to your bid specifications to determine if more than one (1) copy is required. Non-submission of a duplicate copy may disqualify your bid/proposal.

A “**SEALED BID LABEL**” has been enclosed to affix to your bid. This label **MUST** be affixed to the outside of the envelope or package, **even if it is a “NO BID” response**. Failure to attach the label may result in your bid being opened in error or not routed to the proper location for consideration. No bid will be accepted after the date and time specified.

**Thank you in advance for your cooperation.**

ADVERTISEMENT FOR REQUEST FOR PROPOSAL  
COBB COUNTY PURCHASING DEPARTMENT

**BID OPENING DATE: JULY 14, 2011**

Cobb County will receive Sealed Bids before 12:00 NOON, July 14, 2011 in the Cobb County Purchasing Department, 1772 County Services Parkway, Marietta, GA 30008 for:

**SEALED BID # 11 – 5588  
SUPPLEMENTAL (OPTIONAL) BENEFITS ADMINISTRATIVE SERVICES  
COBB COUNTY HUMAN RESOURCES DEPARTMENT**

**PRE-PROPOSAL MEETING: JUNE 28, 2011 @ 11:00A.M.  
COBB COUNTY PURCHASING DEPARTMENT  
1772 COUNTY SERVICES PARKWAY  
MARIETTA, GEORGIA 30008**

**No bids will be accepted after the 12:00 noon deadline.**

Proposals are opened at 2:00 p.m. at Cobb County Purchasing Department, 1772 County Services Parkway, 2nd Floor, Bid/Meeting Room, Marietta, GA 30008.

No proposal may be withdrawn for a period of ninety (90) days after date of bid opening, unless otherwise specified in the bid documents. Cobb County will consider the competency and responsibility of bidders in making the award. Cobb County reserves the right to reject any and all proposals, to waive informalities and technicalities, to reject portions of the proposals, and to award contracts in a manner consistent with the County and the laws governing the State of Georgia.

**The Georgia Security and Immigration Compliance Act Affidavit form must be submitted with all bid packages involving the “performance of physical services” in order to be considered.**

This solicitation and any addenda are available for download in PDF format on the Cobb County Purchasing website. [www.purchasing.cobbcountyga.gov](http://www.purchasing.cobbcountyga.gov)

Advertise: JUNE 17, 24, 2011  
JULY 1, 8, 2011



## BID SUBMITTAL FORM

SUBMIT BID/PROPOSAL TO:  
COBB COUNTY PURCHASING DEPARTMENT  
1772 COUNTY SERVICES PARKWAY  
MARIETTA, GA 30008-4012

**BID/PROJECT NUMBER: 11-5588**  
**REQUEST FOR PROPOSAL**  
**SUPPLEMENTAL (OPTIONAL) BENEFITS ADMINISTRATIVE SERVICES**  
**COBB COUNTY HUMAN RESOURCES DEPARTMENT**

**DELIVERY DEADLINE: JULY 14, 2011 BEFORE 12:00 (NOON) EST**  
**(NO BIDS/PROPOSALS WILL BE ACCEPTED AFTER THIS DEADLINE).**

BID OPENING DATE: JULY 14, 2011 @ 2:00 P.M. IN THE PURCHASING DEPARTMENT BID ROOM.

BUSINESS NAME AND ADDRESS INFORMATION:

Company name: \_\_\_\_\_

Contact name: \_\_\_\_\_

Company address: \_\_\_\_\_

E-mail address: \_\_\_\_\_

Phone number: \_\_\_\_\_ Fax number: \_\_\_\_\_

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**NAME AND OFFICIAL TITLE OF OFFICER GUARANTEEING THIS QUOTATION:**

(PLEASE PRINT/TYPE)      NAME      TITLE

**SIGNATURE OF OFFICER ABOVE:** \_\_\_\_\_  
(SIGNATURE)

TELEPHONE: \_\_\_\_\_ FAX: \_\_\_\_\_

BIDDER WILL INDICATE TIME PAYMENT DISCOUNT: \_\_\_\_\_

BIDDER SHALL INDICATE MAXIMUM DELIVERY DATE: \_\_\_\_\_

Bids received after the date and time indicated will not be considered. Cobb County reserves the right to reject any and all bids, to waive informalities, to reject portions of the bid, to waive technicalities and to award contracts in a manner consistent with the county and the laws governing the state of Georgia.

The enclosed (or attached) bid is in response to Bid Number **11-5588**; is a firm offer, **as defined by section O.C.G.A. (s) 11-2-205 of the code of Georgia (Georgia laws 1962 pages 156-178)**, by the undersigned bidder. This offer shall remain open for acceptance for a period of 90 days calendar days from the bid opening date, as set forth in this invitation to bid unless otherwise specified in the bid documents.

**NOTICE TO BIDDERS - - BID QUOTES MUST INCLUDE INSIDE DELIVERY CHARGES**

Advertise Dates: JUNE 17, 24, 2011  
JULY 1, 8, 2011

## SEALED BID LABEL

### **SEALED BID ENCLOSED**

DELIVER TO:  
COBB COUNTY PURCHASING  
1772 County Services Parkway  
Marietta, GA 30008-4012

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**SEALED BID # 11-5588 DATE: July 14, 2011**

**BIDS MUST BE RECEIVED BEFORE 12:00 NOON**

**DESCRIPTION: Request for Proposal  
Supplemental (Optional) Benefits Administrative Services**

**PLEASE ATTACH LABEL TO OUTSIDE OF BID PACKAGE**



*Cobb County...Expect the Best!*

**"STATEMENT OF NO BID"**

COBB COUNTY PURCHASING DEPARTMENT  
1772 COUNTY SERVICES PARKWAY  
MARIETTA, GA 30008

TO ALL PROSPECTIVE BIDDERS:

Because of the many requests to be placed on our vendors' list, we are continuously updating the list. While we want to include all bona fide vendors, we do not want to mail bids to those vendors who may no longer be interested in participating in our bidding process.

If you do not choose to respond to the attached Invitation to Bid/Request for Proposal, please fill out the form below indicating whether or not you want to be retained on our current vendor list.

Vendors who do not respond in any way (by either submitting a bid or by returning this form) over a period of one year may be removed from the current vendor list.

**Vendors who do not wish to bid often return the entire bid package, sometimes at considerable postage expense. Returning the entire bid package is not necessary. Simply return this form.**

Thank you for your cooperation.  
Cobb County Purchasing Department

**"STATEMENT OF NO BID"  
SEALED BID NUMBER 11-5588  
REQUEST FOR PROPOSAL  
SUPPLEMENTAL (OPTIONAL) BENEFITS ADMINISTRATIVE SERVICES**

If you do not wish to respond to the attached Invitation to Bid/Request for Proposal, please complete this form and mail/fax to: **Cobb County Purchasing Department, Attention: Sealed Bid Department, 1772 County Services Parkway, Marietta, GA. Fax # 770-528-1154**

I do not wish to submit a bid/proposal on this solicitation.

**I wish to be retained on the vendor list for this commodity or service: Yes \_\_\_\_\_ No \_\_\_\_\_**

Please PRINT the following:

\_\_\_\_\_ Company

\_\_\_\_\_ Representative

You are invited to list reasons for your decision not to bid: \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_



*Cobb County...Expect the Best!*

**REQUEST FOR PROPOSAL**

**SEALED BID # 11-5588  
SUPPLEMENTAL (OPTIONAL) BENEFITS ADMINISTRATIVE SERVICES  
COBB COUNTY HUMAN RESOURCES DEPARTMENT**

**BID OPENING DATE: JULY 14, 2011**

**PRE-PROPOSAL CONFERENCE: JUNE 28, 2011 @ 11:00 A.M. (E.S.T.)  
COBB COUNTY PURCHASING DEPARTMENT  
1772 COUNTY SERVICES PARKWAY  
MARIETTA, GEORGIA 30008**

BIDS ARE RECEIVED IN THE  
COBB COUNTY PURCHASING DEPARTMENT  
1772 COUNTY SERVICES PARKWAY  
MARIETTA, GEORGIA 30008  
**BEFORE 12:00 (NOON) BY THE BID OPENING DATE**

BIDS WILL BE OPENED IN THE COBB COUNTY PURCHASING DEPARTMENT  
**BID/MEETING ROOM AT 2:00 P.M.**

**VENDORS ARE REQUIRED TO SUBMIT THE ORIGINAL AND 6 COPIES OF BID  
(UNLESS OTHERWISE SPECIFIED IN BID SPECIFICATIONS)**

**N.I.G.P. COMMODITY CODE: 96258**

NAME: \_\_\_\_\_

ADDRESS: \_\_\_\_\_  
\_\_\_\_\_

REPRESENTATIVE: \_\_\_\_\_

PHONE: \_\_\_\_\_ FAX: \_\_\_\_\_

E-MAIL \_\_\_\_\_

**NOTE: The Cobb County Purchasing Department will not be responsible for the accuracy or completeness of the content of any Cobb County Invitation to Bid or Request for Proposal or subsequent addenda thereto received from a source other than the Cobb County Purchasing Department.**

**REQUEST FOR PROPOSALS**

**SUPPLEMENTAL (OPTIONAL) BENEFITS  
ADMINISTRATIVE SERVICES**

**COBB COUNTY HUMAN RESOURCES DEPARTMENT**

**SEALED BID #11-5588**

The enclosed REQUEST FOR PROPOSAL (RFP) and accompanying SPECIFICATIONS and RESPONSE SHEETS are provided for your use in bidding for the Supplemental (Optional) Benefits Administration Services for Cobb County Government.

**Sealed Bids for the Supplemental Benefits Administrative Services will be received until 12:00 noon on July 14, 2011 at Cobb County Purchasing Department, 1772 County Services Parkway, Marietta, GA 30008.** Bids will be publicly opened at 2:00 pm in the Purchasing Bid Opening Room, 2<sup>nd</sup> floor of the Cobb County Purchasing Department

Please note that all bids must be received at the designated location before the deadline shown. Bids received after the deadline will be considered void and unacceptable.

**Vendors shall submit an original and six copies** of bids in a **sealed** envelope, marked on the outside "Supplemental Benefits Administrative Services Sealed Bid # 11-5588

**A pre-proposal Conference will be held at 11:00 a.m. on June 28, 2011 in the 2nd floor Bid Room of the Cobb County Purchasing Department at 1772 County Services Parkway, Marietta, GA, 30008.** Cobb County Staff will be available to answer questions at that time. Attendance is strongly encouraged.

**REQUEST FOR PROPOSALS**  
**SUPPLEMENTAL (OPTIONAL) BENEFITS**  
**ADMINISTRATIVE SERVICES**  
**COBB COUNTY HUMAN RESOURCES DEPARTMENT**  
**SEALED BID #11-5588**

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## **GENERAL INFORMATION**

The Supplemental Benefit program consists of optional benefit products that are 100% employee-paid with the convenience of payroll deduction. The current pre-tax benefits products offered are cancer, accident indemnity, short-term disability, vision, intensive care, hospital protection, critical illness, and specified health event. The current after-tax benefit products are term life, whole life and juvenile life insurance coverage. Cobb County employees may have purchased these insurance products from different providers. If the successful bidder is a new supplemental benefits provider, employees will not have the option of purchasing a new benefit from a previous provider, during the benefit enrollment for the new plan year. However, the employees will be able to maintain the current coverage (purchased from a previous provider) if they desire to do so; although, they may elect to change to the current administrator's product.

In keeping with its policy of business-like administration of the public monies entrusted to it, Cobb County Government has decided to consider proposals for administration of its employee Supplemental Benefits program. Accordingly, these specifications have been prepared for the use of interested parties in developing their proposals. Response sheets are included for use in presenting the proposal. The response sheets are mandatory; however any other additional information may be submitted as well.

Requests for Proposals (RFP) issued by Cobb County are advertised on the Cobb County Internet site ([www.purchasing.cobbcountyga.gov](http://www.purchasing.cobbcountyga.gov)) and every Friday in the Cobb County legal organ, the Marietta Daily Journal.

The RFP package can be obtained from the Cobb County Purchasing Department only and are available on the Cobb County Purchasing website ([www.purchasing.cobbcountyga.gov](http://www.purchasing.cobbcountyga.gov)). All necessary addendums will be issued and forwarded to all Plan holders on record with the Cobb County Purchasing Department and posted on the Cobb County Purchasing website.

Should you have any questions about the material in the specifications or the response sheets, please submit them in writing to:

**Cobb County Purchasing Department**  
**1772 County Services Parkway**  
**Marietta, Georgia 30008**  
**Fax: 770-528-8428**  
**Email: [purchasing@cobbcounty.org](mailto:purchasing@cobbcounty.org)**

**The deadline for question submittal is July 5, 2011 before 5:00 PM**

Cobb County Government reserves the right to (a) reject any and all bids; (b) accept any alternative bid(s) presented which, in its opinion, would serve the interest of the public; (c) waive any informalities in the bid; and (d) give full and proper consideration to the products offered, the reputation, knowledge, experience and servicing facilities of the agency or company presenting the bid.

Cobb County will reject any proposal not submitted within the required time frame; and reserves the right to reject any incomplete proposal submitted; reject any proposal that does not follow the bid specifications; contact client references; require further information; and/or require interviews with any responding firm. All costs related to the preparation, submittal, or presentation of any proposal are the responsibility of the respondent and will not be assumed in full or in part by Cobb County.

Cobb County is looking for one provider to offer all Supplemental Benefits to employees. You may contract with other providers as long as only one vendor is responsible for obtaining and disbursing the premiums from Cobb County and dealing with Cobb County employees.

### **SCHEDULE OF EVENTS**

RFP Issue Dates	June 17, 2011
Advertisement Dates	June 17, 24, 2011 July 1, 8, 2011
Pre-proposal Conference*	June 28, 2011
Due Date for Proposals*	July 14, 2011
Benefit Committee Vendor Proposal Review	July 27, 2011
Evaluation of Proposals Completed	August 1, 2011
Recommendation to Board of Commissioners	August 8, 2011
Services to Begin with Annual Benefit Enrollment	Sept/Oct 2011
Plan administration begins	January 1, 2012

\*Pre-proposal Conference and Bid Opening to be conducted at:

Cobb County Purchasing Department  
1772 County Services Parkway  
Marietta, GA 30008  
(770) 528-8400

## **EXPECTED ADMINISTRATIVE SERVICES**

- Identify products and insurance companies to be offered to employees, submit for Cobb County's approval.
- Communicate supplemental benefits information to employees at biweekly orientation and at annual enrollment. Orientation and annual enrollment will consist of group and individual meetings.
- Enroll participants in supplemental benefits.
- Submit applications to insurance companies and follow-up on policy issuance or rejection, and delivery.
- Receive payment from County and distribute to insurance vendors (including past supplemental benefit vendors).
- Reconcile deductions to premiums paid on a monthly basis.
- Provide telephone customer service for administrative benefits and claims inquiries.
- Acts as contact person for monies paid to other vendors.
- All plans must be guaranteed renewable and portable to the employee.
- Wellness benefits shall be paid directly to the employee.
- Provide electronic texted file for reconciled annual enrollment changes (including additions and terminations) in the format provided by the employer

## **ADMINISTRATIVE SERVICES STANDARDS**

### **GENERAL REQUIREMENTS**

- I. Vendor must hold the County harmless and defend it against any actions by an employee for negligent or otherwise wrongful counseling.
- II. Vendor shall show proof of Errors and Omissions coverage and make the County an additional named insured.
- III. Vendor must act under Letter of Agreement with the County and provide the County copies of agency agreements with insurance vendors associated with the plan.

### **PRODUCTS OFFERED**

- I. Coverage must not be funded by Cobb County Government, Cobb County's self-funded benefit programs or by alternative funding mechanisms that create a financial obligation or deficit recoupment on behalf of Cobb County on a retrospective basis or otherwise encumbers Cobb County Government.
- II. All products offered must be approved by Cobb County.
  - a. Proposed products must be presented to Cobb County at least 4 months prior to the upcoming plan year.
  - b. Proposal must include but should not be limited to:
    1. Name of Insurer
    2. Name of Product
    3. Rate Schedule
    4. Benefit Schedule
    5. Specimen Policy
    6. Solicitation Material to be used
    7. Enrollment or Application Forms
    8. Underwriting Requirements
    9. Proposal from Insurer
    10. Available Insurance Ratings
    11. Insurance Performance Measures
    12. Financial Report on Insurer

- **COMMUNICATING INFORMATION TO EMPLOYEES**

- I. Communications to employees must be performed in conjunction with the County's communications plan for other aspects of the overall benefits program and the annual enrollment process and schedule.
- II. All materials used must be approved in advance.

- **COUNSELING AND ENROLLMENT**

- I. The County reserves the right to request any individual counselor deemed unsatisfactory in the sole opinion of the County to cease counseling the County's employees.
- II. The County requires an opportunity to meet counselors, critique presentations, and conduct a brief session on the County's supplemental benefit history including all issues and concerns.

- **APPLICATION PROCESSING**

- I. The agency providing supplemental benefits must submit applications for coverage and handle follow-up to expedite policy issuance by insurance carriers.
- II. The agency providing supplemental benefits must deliver proof of coverage (certificates or policies) promptly; not later than 30 days from first premium deduction.

- **REPORTING AND PREMIUM PAYMENT**

- I. Upon enrolling newly hired employees, Cobb County will accept selected vendor's form.
- II. During the county wide annual enrollment, selected vendor will supply to Cobb County an electronic texted file of changes made by employees.
- III. Schedule "A" Information must be provided, including the number of participants, premium paid and commission paid on an annual basis. The agency must provide support for all State and Federal reporting requirements.

## **CONTRACT TERMS**

Cobb County Government considers it to be uneconomical and generally disruptive of good service to request bids for this program more often than every three years unless, in the sole opinion of the Cobb County Government, there has been unsatisfactory service or an unwarranted rate change. The contract period will be for a three-year period with an optional two additional one year terms. Cobb County may terminate for unsatisfactory service or unwarranted fee/rate change.

## **PROPOSAL EVALUATION**

Proposals will be evaluated by a committee of Cobb County staff. The committee will review each proposal based on a Competitive Proposals format taking into account Staffing, Performance, Approach, Firm Expertise/Experience, Availability, Financial Stability and Proposed Fees. It is important to note that under a Competitive Proposals format, price is considered a factor in the decision making process, but that price is not considered as the determining factor in the final decision. The committee's recommendation of the successful proposer will be presented to the Cobb County Board of Commissioners for their consideration. **Please see page 16, Section XXVII**

## **SUPPLEMENTAL BENEFITS**

Summaries of policies offered are attached.

Your proposal need not exactly match the current supplemental benefit products; however, your proposal should point out any significant differences in contract provisions between your products and the current products.

## **Cobb County General Instructions for Proposers, Terms and Conditions**

### **I. Preparation of Proposals**

Each proposer shall examine the drawings, specifications, schedule and all instructions. Failure to do so will be at the proposer's risk, as the proposer will be held accountable for their proposal response.

Unit price for each quotation shall be shown and such price shall include packing unless otherwise specified, along with a total and grand total where applicable. In case of discrepancy between a unit price and extended price, the unit price will be presumed correct.

Each proposer shall furnish all information required by the proposal form or document. Each proposer shall sign the proposal and print or type his or her name on the schedule. The person signing the proposal must initial erasures or other changes. An authorized agent of the company must sign proposals.

Requests for Proposals (RFP) issued by Cobb County are advertised on the Cobb County Internet site ([www.purchasing.cobbcountyga.gov](http://www.purchasing.cobbcountyga.gov)) and every Friday in the Cobb County legal organ, the Marietta Daily Journal.

### **II. Delivery**

Each proposer should state time of proposed delivery of goods or services. Words such as "immediate", "as soon as possible", etc. shall not be used. The known earliest date or the minimum number of calendar days required after receipt of order (delivery A.R.O.) shall be stated (if calendar days are used, include Saturday, Sunday and holidays in the number).

### **III. Explanation to Proposers**

Any explanation desired by a proposer regarding the meaning or interpretation of the Request for Proposal, drawings, specifications, etc. must be received in writing **by 5:00 pm on July 5, 2011** for a reply to reach all proposers before the close of the bid. Any information concerning an RFP will be furnished to all prospective proposers as an addendum to the invitation if such information is necessary or if the lack of such information would be prejudicial to uninformed proposers.

Submit questions in writing to:  
Cobb County Purchasing Department  
1772 County Services Parkway  
Marietta, GA 30008  
Fax: 770-528-1154  
Email: [purchasing@cobbcounty.org](mailto:purchasing@cobbcounty.org)

The written proposal documents supersede any verbal or written communication between parties. Addenda are posted on the Purchasing web site: ([.purchasing.cobbcountyga.gov](http://www.purchasing.cobbcountyga.gov)).

Receipt of addenda should be acknowledged in the submitted proposal. It is the proposer's ultimate responsibility to ensure that they have all applicable addenda prior to bid submittal.

#### **IV. Submission of Proposals**

Proposals shall be enclosed in a sealed package, addressed to the Cobb County Purchasing Department with the name and address of the proposer, the date and hour of opening, and the request for proposal number on the face of the package. Telegraphic/faxed proposals will not be considered. Any addenda should be enclosed in the sealed envelopes as well. **All bids shall be submitted on the Bid Proposal Form. Any revisions made on the outside of the envelope will not be accepted.**

Unsigned proposals will not be considered.

Cobb County is exempt from federal excise tax and Georgia sales tax with regards to goods and services purchased directly by Cobb County. Suppliers and contractors are responsible for federal excise tax and sales tax, including taxes for materials incorporated in county construction projects. Suppliers and contractors should contact the State of Georgia Sales Tax Division for additional information.

Except as otherwise provided by law, information submitted by a proposer in the proposal process shall be subject to disclosure after proposal award in accordance with the Georgia Open Records Act. Proprietary information must be identified. Entire proposals may not be deemed proprietary.

#### **V. Withdraw Proposal Due To Error**

The proposer shall give notice in writing of his claim of right to withdraw his proposal without penalty due to an error within two (2) business days (48 hours) after the conclusion of the proposal opening. Proposals may be withdrawn from consideration if the price was substantially lower than the other proposals due solely to a mistake therein, provided the proposal was submitted in good faith, and the mistake was a clerical mistake as opposed to a judgment mistake, and was actually due to an unintentional arithmetic error or an unintentional omission of a quantity of work, labor or material made directly in the compilation of the proposal, which unintentional arithmetic or unintentional omission can be clearly shown by objective evidence drawn from inspection of original work papers, documents and materials used in the preparation of the proposal sought to be withdrawn. The proposer's original work papers shall be the sole acceptable evidence of error and mistake if he elects to withdraw his proposal. If a proposal is withdrawn under the authority of this provision, the lowest remaining responsive proposal shall be deemed to be low proposal. Proposal withdrawal is not automatically granted and will be allowed solely at the discretion of Cobb County.

No proposer who is permitted to withdraw a proposal shall, for compensation, supply any material or labor or perform any subcontract or other work agreement for the person or firm to whom the contract is awarded or otherwise benefit, directly or indirectly, from the performance of the project for which the withdrawn proposal was submitted.

**VI. F.O.B. Point**

Unless otherwise stated in the request for proposal and any resulting contract, or unless qualified by the proposer, items shall be shipped F.O.B. Destination. The seller shall retain title for the risk of transportation, including the filing for loss or damages. The invoice covering the items is not payable until the items are delivered and the contract of carriage has been completed. Unless the F.O.B. clause states otherwise, the seller assumes transportation and related charges either by payment or allowance.

**VII. Patent Indemnity**

The contractor guarantees to hold the County, its agents, officers or employees harmless from liability of any nature or kind for use of any copyrighted or uncopyrighted composition, secret process, patented or unpatented invention, articles or appliances furnished or used in the performance of the contract, for which the contractor is not the patentee, assignee or licensee.

**VIII. Award**

Award will be made to the highest scoring responsive and responsible proposer according to the criteria stated in the proposal documents. The County may make such investigations as it deems necessary to determine the ability of the proposer to perform, and the proposer shall furnish to the County all such information and data for this purpose as the County may request. The County reserves the right to reject any proposal if the evidence submitted by, or investigations of such proposer fails to satisfy the County that such proposer is properly qualified to carry out the obligations of the contract.

The County reserves the right to reject or accept any or all proposals and to waive technicalities, informalities and minor irregularities in the proposals received. The County reserves the right to make an award as deemed in its best interest which may include awarding a proposal to a single proposer or multiple proposers; or to award the whole proposal, only part of the proposal, or none of the proposal to single or multiple proposers, based on its sole discretion of its best interest.

Time payment discounts will be considered in arriving at net prices and in award of proposal.

**IX. County Furnished Property**

The County will furnish no material, labor or facilities unless so provided in the RFP.

**X. Rejection of Proposals**

Failure to observe any of the instructions or conditions in this request for proposal may constitute grounds for rejection of proposal.

## **XI. Contract**

Each proposal is received with the understanding that the acceptance in writing by the County of the offer to furnish any or all of the commodities or services described therein shall constitute a contract between the proposer and the County which shall bind the proposer on his part to furnish and deliver the articles quoted at the prices stated in accordance with the conditions of said accepted proposal. The County, on its part, may order from such contractor, except for cause beyond reasonable control, and to pay for, at the agreed prices, all articles specified and delivered.

Upon receipt of a proposal containing a Cobb County "Sample Contract" as part of the requirements, it is understood that the proposer has reviewed the documents with the understanding that Cobb County requires that all agreements between the parties must be entered into via these documents. If any exceptions are taken to any part, each exception must be stated in detail and submitted as part of the proposal document. If no exceptions are stated, it is assumed that the proposer fully agrees to the "Sample Contract" in its entirety. The County reserves the right to make changes to the "Sample Contract".

## **XII. Delivery Failures**

Failure of a contractor to deliver within the time specified or within reasonable time as interpreted by the Purchasing Director, or failure to make replacements of rejected articles/services when so requested, immediately or as directed by the Purchasing Director, shall constitute authority for the Purchasing Director to purchase in the open market or rebid for articles/services of comparable grade to replace the articles/services rejected or not delivered. On all such purchases, the contractor shall reimburse the County within a reasonable time specified by the Purchasing Director for any expense incurred in excess of contract prices, or the County shall have the right to deduct such an amount from monies owed the defaulting contractor. Alternatively, the County may penalize the contractor one percent (1%) per day for a period of up to ten (10) days for each day that delivery or replacement is late. Should public necessity demand it, the County reserves the right to use or consume articles/services delivered which are substandard in quality, subject to an adjustment in price to be determined by the Purchasing Director.

## **XIII. Non-Collusion**

By submission of a proposal, the proposer certifies, under penalty of perjury, that to the best of its knowledge and belief:

- (a) The prices in the proposal have been arrived at independently without collusion, consultation, communications, or agreement, for the purpose of restricting competition, as to any matter relating to such prices with any other vendor or with any competitor.
- (b) Unless otherwise required by law, the prices which have been quoted in the proposal have not been knowingly disclosed by the proposer prior to opening, directly or indirectly, to any other proposer or to any competitor
- (c) No attempt has been made, or will be made, by the proposer to induce

any other person, partnership or corporation to submit or not to submit a proposal for the purpose of restricting competition.

Collusion and fraud in bid preparation shall be reported to the State of Georgia Attorney General and the United States Justice Department.

#### **XIV. Conflict Of Interest, Etc.**

By submission of a proposal, the proposer certifies, under penalty of perjury, that to the best of its knowledge and belief:

1. No circumstances exist which cause a Conflict of Interest in performing the services required by this RFP, and
2. That no employee of the County, nor any member thereof, not any public agency or official affected by this RFP, has any pecuniary interest in the business of the responding firm or his sub-consultant(s) has any interest that would conflict in any manner or degree with the performance related to this RFP.

The responding firm also warrants that he and his sub-consultant(s) have not employed or retained any company or person other than a bona fide employee working solely for the responding firm or sub-consultant(s) to solicit or secure a contract agreement with Cobb County, as related to this RFP, and that he and his sub-consultant(s) have not paid or agreed to pay any person, company, corporation, individual, or firm other than a bona fide employee working solely for the responding firm or his sub-consultant(s) any fee, commission, percentage, gift, or other consideration contingent upon or resulting from the award of this Agreement.

For any breach or violation of this provision, the County shall have the right to terminate any related contract or agreement without liability and at its discretion to deduct from the price, or otherwise recover, the full amount of such fee, commission, percentage, gift, payment or consideration.

The successful responding firm shall require each of its sub-consultant(s) to sign a statement certifying to and agreeing to comply with the terms of the subsections above.

#### **XV. Default**

The contract may be cancelled or annulled by the Purchasing Director in whole or in part by written notice of default to the contractor upon non-performance or violation of any contract term. An award may be made to the next highest rated responsive and responsible proposer, or articles specified may be purchased on the open market similar to those terminated or the County may issue a new Request for Proposal. In any event, the defaulting contractor (or his surety) shall be liable to the County for costs to the County in excess of the defaulted contract prices; provided, however, that the contractor shall continue the performance of this contract to the extent not terminated under the provisions of this clause. Failure of the contractor to deliver materials or services within the time stipulated on its proposal, unless extended in writing by the Purchasing Director, shall constitute contract default.

## **XVI. Disputes**

Except as otherwise provided in the contract documents, any dispute concerning a question of fact arising under the contract which is not disposed of shall be decided after a hearing by the Purchasing Director who shall reduce his/her decision to writing and mail or otherwise furnish a copy thereof to the contractor. The decision of the Purchasing Director shall be final and binding, however, the contractor shall have the right to appeal said decision to a court of competent jurisdiction.

## **XVII. Substitutions**

Proposers offering and quoting on substitutions or who are deviating from the attached specifications shall list such deviations on a separate sheet to be submitted with their proposal. The absence of such a substitution list shall indicate that the proposer has taken no exception to the specifications contained therein.

## **XVIII. Ineligible Proposers**

The County may choose not to accept the proposal of one who is in default on the payment of taxes, licenses or other monies owed to the County. Failure to respond three (3) consecutive times for any given commodity may result in removal from the list under that commodity.

## **XIX. General Information**

Sealed proposals, with original signatures, will be accepted by the County Purchasing Department at the time, place, and date specified. One (1) original and six (6) copies of the proposal must be submitted, complete with a cover letter signed by an official within the organization who has authority over project negotiation.

These proposals must be in accordance with the purposes, conditions, and instructions provided in this RFP. The Cobb County Board of Commissioners assumes no responsibility for proposals received after the submission time, whether due to mail delays or any other reason. Proposals received after the submission time will be filed unopened and considered non-responsive.

As previously stated under IV, unsigned proposals will not be considered.

Cobb County reserves the right to retain all proposals submitted, and to use any idea in any proposal regardless of whether that proposal is selected. All work performed by the successful respondent shall be performed in compliance with the Americans With Disabilities Act.

## **XXI. Uniformity of Proposal**

To facilitate comparative analysis and evaluation of proposals it is desired that a uniform format be employed in structuring each proposal. The respondent's degree of compliance with the requirements of the RFP will be a factor in the subsequent point-based evaluation of

the proposal. Proposals with major deviations or omissions may not be considered for detailed study. Proposals will become part of the contract with Cobb County should they be selected under the RFP.

## **XXII. Request Additional Information**

Inquiries that must be answered in regards to the Proposal procedures or technical matters must be submitted in writing via U.S. Mail or facsimile or email to:

Cobb County Purchasing Division  
1772 County Services Parkway  
Marietta, Georgia 30008-4021  
Fax: (770) 528-1154  
Email: [purchasing@cobbcounty.org](mailto:purchasing@cobbcounty.org)

Cobb County will not orally or telephonically address any question or clarification regarding specifications or procedures. Cobb County is not bound by any oral representations, clarifications, or changes made to the written specification by County employees, unless such clarification or change is provided to the respondent in written addendum from Cobb County.

## **XXIII. Firm Prices**

Prices quoted by proposal shall be firm and best prices. Prices quoted must be valid for a minimum of ninety (90) days from the date of bid opening.

## **XXIV. Proposal/Presentation Costs**

The cost for developing a proposal will be borne by the respondent. Cobb County is not liable for any costs incurred by the respondent in preparation and/or presentation of proposals in response to this RFP or for travel and other costs related to this RFP.

## **XXV. Proposal Format**

Presentation of the relevant information is at the discretion of the respondent; however, the proposal must address all items identified in Section Titled, Proposal Requirements. To assist in the evaluation of proposals resulting from the RFP, it is recommended that each proposal be written in a concise and forthright manner and that unnecessary marketing statement and materials be avoided.

## **XXVI. Indemnification/Hold Harmless**

By submission of a proposal, the selected responding firm agrees to indemnify Cobb County to the fullest extent permitted by law, protect, defend, indemnify and hold harmless Cobb County, its officers, officials, employees and volunteers from and against all claims, actions, liabilities, losses (including economic losses), or costs arising out of any actual or alleged a) bodily injury, sickness, disease, or death; or injury to or destruction of tangible property including the loss of use resulting there from; or any other damage or loss arising out of or

resulting claims resulting in whole or part from any actual or alleged act or omission of the responding firm, sub-consultant, anyone directly or indirectly employed by any of them; or anyone for whose acts any of them may be liable in the performance of work; b) violation of any law, statute, ordinance, governmental administrative order, rule, regulation, or infringements of patent rights or other intellectual property rights by the responding firm in the performance of work; or c) liens, claims or actions made by the responding firm or other party performing the work, as approved by Cobb County.

The indemnification obligations herein shall not be limited to any limitation on the amount, type of damages, compensation, or benefits payable by or for the responding firm or its sub-consultant(s), as approved by the County, under workers' compensation acts, disability benefit acts, other employee benefit acts, or any statutory bar or insurance.

## **XXVII. Proposal Evaluation**

The Evaluation process will address current requirements and consider possible future operation and maintenance needs. Both objective and subjective rationale will be involved in the decision process.

1. Evaluation Responsibility

A selection committee will coordinate the review of all proposals and will submit a recommendation to the County Manager and Board of Commissioners.

2. Presentations

During the evaluation process, the members of the selection committee may require that responding firms conduct a presentation. If required, these presentations will be scheduled in advance and limited in time. Location of the presentations will be pre-arranged.

3. Evaluation Criteria

The County will use a specific set of criteria for the qualitative evaluation of competitive proposals. The structure of the evaluation will be to assign points to each response in a number of categories. A non-response to a specific category will result in no points being awarded for that category. Final rankings will be based on a combination of price and qualitative factors.

The specific qualitative categories are listed below:

1. Staff qualifications
2. Performance/Experience of the firm on projects of similar nature, magnitude and complexity
3. Approach to providing services, including training and support, and scope of work
4. Financial Stability
5. Availability of the firm to conduct the work
6. Cost

**All proposal requirements must be met, or capable of being met by the responding firm or the proposal will be disqualified as non-responsive. It is extremely important that project schedules are met. Only those firms or teams with the necessary resources and a commitment to complete all project work on schedule should submit a Proposal.**

## **XXVIII. Multi-Year Contract Provisions**

The successful respondent will be required to enter into a contract containing the provisions as required by Georgia law pertaining to multi-year contracts. The following is a sample of the provision and will be adjusted as to the term or as to the length of the contract.

This contract shall terminate absolutely and without further obligation on the part of Cobb County at the close of the calendar year in which it was executed, and at the close of each succeeding calendar year for which it may be renewed as provided in O.C.G.A. Section 36-60-13. The contract shall automatically renew for each of the remaining calendar years provided for in the contract, unless positive action is taken by Cobb County to terminate such contract, and the nature of such action shall be written notice provided to the consulting firm within sixty (60) days before the end of the initial year of the contract or each succeeding remaining calendar year.

This contract shall terminate immediately and absolutely at such time as appropriated and otherwise unobligated funds are no longer available to satisfy the obligations of Cobb County under this contract.

## **XXIX. Proposal Requirements**

The respondents must demonstrate competence and experience in the area of expertise outlined in this Request for Proposal.

If required, respondents must demonstrate competence and experience in public speaking and graphic presentations for the purpose of conveying project information to large and diverse community groups. Respondents should also be able to demonstrate the ability to build consensus among public and private interest groups related to this project.

## **XXX. Cover Letter/Executive Summary**

Respondents shall provide a cover letter or letter of transmittal to briefly summarize the company's interest and relevant qualifications for the project. This letter shall not exceed two (2) pages, and shall be signed by an agent of the responding firm who is authorized to negotiate the details of the proposed services.

## **XXXI. Project Team**

Respondents shall provide an organizational chart for the proposed project team, as well as the relevant background and experience for every proposed team member.

## **XXXII. Special Terms And Conditions**

Should these General Terms and Conditions be in conflict with any attached Special Terms and Conditions, the Special Terms and Conditions will control.

**XXXIII. Disadvantaged Business Enterprises (DBE): The following provisions should be carefully read to determine applicability to your business.**

Cobb County Government encourages the participation of all businesses in offering their services and/or products. The Cobb County Government has the goal to fairly and competitively procure the best product at the most reasonable cost.

A Disadvantaged Business Enterprise (DBE) is generally defined as a Female, Black American, Hispanic American and any other minority owned business. The Federal Government has long had program in place to ensure participation of DBE vendors and suppliers. The State of Georgia has established a similar program whereby DBE firms are defined, certified and made known. This effort is managed by the Georgia Department of Transportation (GDOT). More information can be obtained from GDOT web site:

1. <http://www.dot.state.ga.us/eeo-div/index.shtml>

The Cobb County Government addresses DBE business participation (frequency and dollar value) in the following ways:

1. Cobb County wishes to identify all DBE participation; both at the contractor and sub-contractor levels in the following ways.
  - a. DBE businesses are requested to identify such status at the time they register as a vendor.
  - b. DBE businesses are requested to identify themselves at the time they propose to do business. Please complete **EXHIBIT B** if applicable and return with bid submittal.
  - c. All businesses will receive with each Purchase Order an instruction sheet for use of the furnished *Cobb County Government DBE Participation Report*, **EXHIBIT C**. Businesses are requested to complete this report and submit it with each invoice for the time period billed.
2. Cobb County has established a Disadvantaged Business Enterprise Plan in accordance with the regulations of the U.S. Department of Transportation (U. S. Department of Transportation (USDOT), 49 CFR Part 26.) The Cobb County Department of Transportation is the lead agency for implementing the USDOT DBE Program for the County.

*The Plan applies only to projects which are clearly indicated by the County.*

**XXXIV. Compliance with Georgia Security and Immigration Compliance Act  
CONTRACTOR AFFIDAVIT & AGREEMENT - (EXHIBIT A) – Not Applicable**

**EXHIBIT B**

**DISADVANTAGED BUSINESS ENTERPRISE (DBE) IDENTIFICATION FORM**

A Disadvantaged Business Enterprise (DBE) is generally defined as a Female, Black American, Hispanic American and any other minority owned business. If your firm is classified as a Disadvantaged Business Enterprise (DBE), please complete this form and submit with bid response or send to:

Cobb County Purchasing Department  
Attn: Purchasing Director  
1772 County Services Parkway  
Marietta, GA 30008  
Fax: 770-528-1154  
Email: [purchasing@cobbcounty.org](mailto:purchasing@cobbcounty.org)

Name of Business: \_\_\_\_\_

Address: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Telephone: \_\_\_\_\_

Fax: \_\_\_\_\_

Email: \_\_\_\_\_

Certification Number: \_\_\_\_\_

Name of Organization Certification \_\_\_\_\_

**This information is acquired for informational purposes only and will have no bearing on the award unless otherwise stated**

**Instructions for Completing Exhibit C**  
**Disadvantaged Business Enterprise (DBE)**  
**Participation Report**

All Cobb County Government contractors or vendors are requested to complete a report descriptive of any DBE subcontractor involvement in work for which the government is making payment. If otherwise specified in an RFP/ITB or contract, additional reporting forms may be required as well.

The objective of this request is to assist in the identification of Disadvantaged Business Enterprise (DBE) business participation with the Cobb County Government and to quantify that participation.

The Cobb County Government does not administer a DBE Certification Program. The principle certification agency for the State of Georgia is the Georgia Department of Transportation. As a Contractor/Vendor you are not responsible for verification of any DBE Certification information of your subcontractor.

**\*\*\* Instructions \*\*\***

1. Contractor/Vendor is furnished the one-page *DBE Monthly Participation Report* with each Cobb County Government-issued Purchase Order.
2. Contractor/Vendor completes this report for each billing period and attaches it to the invoice to then be sent to the County department/agency receiving the service or product.
3. Upon receipt of a Contractor/Vendor invoice and DBE report, the County department/agency receiving the service or product should keep a copy of the completed DBE report for their reporting process. In order to add or verify the prime contractor is registered as a DBE vendor in AMS, the County department/agency should send a copy of the DBE report to:

Cobb County Purchasing Division  
Attn.: DBE Report

A Disadvantaged Business Enterprise (DBE) is a firm that is under the control of someone in an ownership position (at least 51%) that:

1. Has membership in one or more of the following groups: Female, Black American, Hispanic American, Native American, Subcontinent Asian American and Asian-Pacific America. There may be other groups that may be eligible to be certified as DBE.
2. Is a U.S. citizen or lawfully admitted permanent resident of the U.S.
3. Has a personal net worth which does not exceed \$750,000.
4. The business meets the Small Business Administration's size standard for a small business. Its annual gross receipts for the three previous fiscal years cannot have exceeded \$22,410,000. Depending on the type of work the business performs, other size standards may apply.
5. The business is organized as a for-profit business.
6. The business may also be DBE eligible as a certified U.S. Small Business Administration 8 (a) program.

**Exhibit C**  
**Cobb County Government Disadvantaged Business Enterprise Participation**  
**Monthly Report**

**Contractor/Vendor:** Please keep this blank report to make copies as needed. Print or type in the report, then send the completed report to the County department/agency receiving the service or product.

**County Departments:** Keep a copy of this completed report and use the dollar figures to input into your quarterly DBE report to the DBE Liaison (Records Management Division). If you already have a similar reporting method of gathering the dollar figures continue to use it. Send a copy of this completed report to the Purchasing Division (Attn: DBE Report) to add or verify the prime contractor is registered as a DBE vendor in AMS.

Submitted by: \_\_\_\_\_ Month Invoiced: \_\_\_\_\_  
**Name of Prime Contractor/Vendor** **From/To:**

Cobb County Project Name: \_\_\_\_\_ Bid or P.O. Number: \_\_\_\_\_

Cobb County Department or Agency receiving service or product: \_\_\_\_\_

Description of Purchased Service/Product: \_\_\_\_\_

Full Contracted Amount: \$\_\_\_\_\_ Payment amount requested at this time: \$\_\_\_\_\_

1. Are YOU, the Prime Contractor a DBE business? YES \_\_\_\_\_ NO \_\_\_\_\_
2. Are YOUR subcontractors DBE vendors? YES \_\_\_\_\_ NO \_\_\_\_\_

**Please provide information below for each participating DBE subcontractor(s).**

DBE Subcontractor Business Name	Type Service or Product Supplied	DBE Subcontractor Business/Contact Tel. Number	Actual Dollar Value of DBE Subcontractor Participation this Reporting Month
			\$
			\$
			\$
			\$
			\$

Submitted by: \_\_\_\_\_  
Printed Name

Title or position: \_\_\_\_\_

Date Completed: \_\_\_\_\_

Signature of Authorized Representative

**Response Sheets**  
**Proposal for Supplemental Benefits Administrative Services**  
**To Cobb County Government**

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**Response sheets for  
Supplemental (Optional) Benefits Administrative Services  
To Cobb County Government**

Proposal Deadline: Before 12:00 noon on July 14, 2011

Received at: Cobb County Purchasing Department  
1772 County Services Parkway  
Marietta, GA

Name of Company: \_\_\_\_\_

Address: \_\_\_\_\_  
\_\_\_\_\_

Georgia License \_\_\_\_\_ yes \_\_\_no

Submitted by: \_\_\_\_\_  
Company

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Print name and Title

\_\_\_\_\_  
Telephone and Fax number

\_\_\_\_\_  
Email address

**IMPORTANT**

**Submit original and six (6) copies of proposals. Make sure you have signed all required certifications.**

## **Instruction Regarding Use of Response Sheets**

These response sheets have been prepared to provide interested parties with a checklist of items and to assure prompt and accurate consideration of all proposals. It is, therefore, mandatory that the “response sheets” be used.

The response sheets must include all essential information. The cover page of this proposal should include the name of the person who can be contacted in the event of any question on the proposal. Failure to use the response sheets may disqualify the proposal.

Please note that administrative fees expected from Cobb County/ and/or County employees (i.e. application fee) should be stated, if applicable.

Administrative and/or application fees must include all charges – e.g. all commissions, service fees, interest charges, claims handling fees, etc.

**Response Sheets**  
**Supplemental Benefits Administrative Services**

1. Administrative Services Fee Schedule (if applicable).

Based on the information contained in these specifications, please provide your fee proposal for Administrative Services for the following plan years:

2012	2013	2014	Optional Plan Years	
			2015	2016
_____	_____	_____	_____	_____

2. Application Fee Schedule (if applicable).

Based on the information contained in these specifications, please provide your fee proposal for any application fee for any supplement benefit product:

2012	2013	2014	Optional Plan Years	
			2015	2016
_____	_____	_____	_____	_____

3. Attach a specimen copy of your claims administration agreement that would be signed by Cobb County.

4. Where is the office, which would handle customer service claims located?

\_\_\_\_\_

5. Provide name, title, and phone number of customer service representatives(s) who would respond to final enrollment consideration and employee customer service calls.

\_\_\_\_\_

\_\_\_\_\_

6. If outside the local calling area, is there a toll-free number to call to discuss a specific claim or concern?

\_\_\_\_\_

**R-3**

7. How many counselors will you assign for enrollment communication to Cobb County's employee group?

On-going basis \_\_\_\_\_

Annual enrollment period \_\_\_\_\_

8. Describe your methods of communication that will be used with our employees.

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

9. Specify the administrative services your agency will expect Cobb County to perform during each year's annual enrollment process, payment implementation.

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

10. Can your agency produce recommended benefit products and will your representatives be available to begin discussion on the enrollment process in the time frame specified in these proposal specifications?

\_\_\_\_\_ Yes \_\_\_\_\_ No

11. Can you complete the enrollment process in the time frame specified in these proposal specifications?

\_\_\_\_\_ Yes \_\_\_\_\_ No

12. Enrollers:  
How do you select individuals to enroll participants?

\_\_\_\_\_  
\_\_\_\_\_

**R-4**

What qualifications do you require?

---

---

How do you monitor their work?

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---

Do you use \_\_\_\_\_permanent or \_\_\_\_\_temporary employees?

Are your enrollers \_\_\_\_\_salaried or \_\_\_\_\_commissioned?

13. Specifically how would your firm handles County employees enrolled in products your firm does not offer but have been a part of the supplemental benefit program.

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**Products Offered**

14. Currently the County offers the following supplemental benefits. Indicate which products your agency is proposing to replace and/or which County employees would maintain.

Cancer Indemnity	Replace	Can Maintain
Accident Indemnity	Replace	Can Maintain
Short Term Disability (Accident/Sickness)	Replace	Can Maintain
Vision Insurance	Replace	Can Maintain
Intensive Care	Replace	Can Maintain
Hospital Protection	Replace	Can Maintain
Specified Health Event	Replace	Can Maintain
Term Life Insurance	Replace	Can Maintain
Juvenile Life Insurance	Replace	Can Maintain
Whole Life Insurance	Replace	Can Maintain
Long Term Care	Replace	Can Maintain

**R-5**

15. Which supplemental benefits would your agency offer to County employees: (Indicate guaranteed-issue products in 2012 plan year?)

- |  |   |
|--|---|
| <input type="checkbox"/> Cancer Indemnity                          | <input type="checkbox"/> guaranteed issue |
| <input type="checkbox"/> Accident Indemnity                        | <input type="checkbox"/> guaranteed issue |
| <input type="checkbox"/> Short Term Disability (Accident/Sickness) | <input type="checkbox"/> guaranteed issue |
| <input type="checkbox"/> Vision Insurance                          | <input type="checkbox"/> guaranteed issue |
| <input type="checkbox"/> Intensive Care                            | <input type="checkbox"/> guaranteed issue |
| <input type="checkbox"/> Hospital Protection                       | <input type="checkbox"/> guaranteed issue |
| <input type="checkbox"/> Specified Health Event                    | <input type="checkbox"/> guaranteed issue |
| <input type="checkbox"/> Term Life Insurance                       | <input type="checkbox"/> guaranteed issue |
| <input type="checkbox"/> Juvenile Life Insurance                   | <input type="checkbox"/> guaranteed issue |
| <input type="checkbox"/> Whole Life Insurance                      | <input type="checkbox"/> guaranteed issue |
| <input type="checkbox"/> _____                                     | <input type="checkbox"/> guaranteed issue |
| <input type="checkbox"/> _____                                     | <input type="checkbox"/> guaranteed issue |
| <input type="checkbox"/> _____                                     | <input type="checkbox"/> guaranteed issue |

16. Attach information on each supplemental benefit you propose. Include the following:

- 1) Specimen policy
- 2) Benefit & rate schedule
- 3) Solicitation material to be used
- 4) Enrollment or application forms
- 5) Underwriting requirements
- 6) Available Insurance rating
- 7) Insurance performance measure(s)
- 8) Financial Report on Insurer

17. Attach specimen copy of agency agreement with insurance vendors associated with supplemental benefits to be offered to County employees.

18. Provide a listing of the number of employers your agency presently provides supplemental benefits in the State of Georgia.

---

19. Provide the number of supplemental benefit products sold in the State of Georgia for plan year 2010.

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**R-6**

20. Provide at least three client reference of similar scope of service (include the company name, contact, and phone number) that you have that most closely matches Cobb County's employee numbers.

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21. How long has your agency been in business?

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23. Provide a complete list of clients in the last three years. Please indicate which of these clients have discontinued their service with you.

**SUPPLEMENTAL BENEFITS PRICING SHEET**

<b>Benefit</b>	<b>(Optional Extension)</b>				
	<b>Year 2012</b>	<b>Year 2013</b>	<b>Year 2014</b>	<b>Year 2015</b>	<b>Year 2016</b>
<i>(Base Policy benefits on gender, age, and salary (male, age 35, making \$35,000 a year))</i>					
Cancer	_____	_____	_____	_____	_____
Accident Indemnity	_____	_____	_____	_____	_____
Short-Term Disability	_____	_____	_____	_____	_____
Vision	_____	_____	_____	_____	_____
Intensive Care Policy	_____	_____	_____	_____	_____
Hospital Protection	_____	_____	_____	_____	_____
Specified Health Event	_____	_____	_____	_____	_____
Juvenile Life Insurance	_____	_____	_____	_____	_____
Term Life Insurance	_____	_____	_____	_____	_____
Whole Life Insurance	_____	_____	_____	_____	_____
_____	_____	_____	_____	_____	_____
_____	_____	_____	_____	_____	_____

**Certification**

As a duly authorized representative of \_\_\_\_\_, I  
\_\_\_\_\_, certify that to the best of my knowledge that no circumstances exist which will cause a conflict of interest in performing services for Cobb County Government, that no employee of Cobb County, nor any public agency official or employee affected by this Request For Proposal, has any pecuniary interest in the business of this firm, subsidiary, or other legal entity of which this firm is a part, and that no person associated with or employed by this firm has any interest that would conflict in any manner or degree with the performance of services for Cobb County Government.

\_\_\_\_\_  
Date Signature

\_\_\_\_\_  
Telephone Print Name

\_\_\_\_\_  
Title

## **Attachment A**

### **Current Supplemental Benefits Participation**

Employees participating in the vision plan-1095 participants

Employees participating in one or more supplemental benefits not including vision plan-2134 participants

## **Attachment B**

### **Summary of Supplemental Benefits 2011**

- Vision
  - Covers exams, lenses, frames or contacts.
- Short Term Disability
  - Income protection when out of work for Sickness/Accident
  - 6 month benefit period.
  - Maternity benefit included.
- Accident Indemnity plan
  - Covers accidents on and off the job.
  - Pays emergency treatment, physical therapy, and rehab benefits.
  - Pays hospital confinement and intensive care benefits.
  - Accidental-death benefits, \$60 wellness benefits and more.
- Cancer Plan Maximum Difference
  - Pays an annual \$75 wellness benefit to each insured.
  - Pays a first-occurrence benefit of \$5,000.
  - Pays benefits to consultation, hospitalization, chemo, and radiation, experimental treatment, lodging and transportation and more.
- Specified Health Event
  - Pays a first occurrence benefit of \$5,000 for events like heart attacks, strokes, end stage renal failure, and more.
  - Pays hospital confinement, rehab and surgical benefits.
- Hospital Protection Plan
  - Pays \$2,500 for first 5 days hospitalization for sickness.
  - Pays \$3,000 for first 5 days hospitalization for injury and surgical benefits.
- Intensive Care Plan
  - Pays ambulance benefit.
  - Pays \$25,000 major human organ transplant.
  - Pays intensive care and step down unit benefits.
- Life Insurance Plan
  - 10, 20 and 30 year Term Life.
  - Whole Life Policies.
  - \$10,000-\$250,000.
- Juvenile Life Policies
  - Available for children and grandchildren.
  - Automatically converts to whole life at age 25 without evidence of insurability