

North Idaho College
RFP #26-01 – Employee Benefits Insurance Broker
and Consulting Services

September 24, 2025

- Are you looking for a Third-Party Administrator as well as a broker?
 - At this time, we are not seeking a Third-Party Administrator. Our intent with this RFP is to engage a broker/consultant to provide strategic benefits planning, vendor management, and advisory services to support the College's employee benefits program.

September 29, 2025

- Are you able to share the reason for the RFP?
 - The RFP is part of our regular due diligence process to ensure we are continuing to meet the needs of the College and our employees in the most effective and cost-efficient way possible. It's an opportunity for us to evaluate available services, market options, and strategic partnerships going forward.
- Are you able to potentially share the level of compensation Alliant is receiving on behalf of NIC?
 - Thank you for your question. We're not able to disclose the current broker's compensation structure as part of this RFP process.

October 16, 2025

- Data Request:
 1. De-identified, all eligible employee census with the following fields:
 - Date of birth
 - Annual income
 - Medical plan election
 - Medical coverage tier (including if single, family, dependents)
 - Gender
 - Zip code
 - Date of hire (*optional*)
 - Job or position title (*optional*)
 - Job department and function (*optional*)
 - Worksite or division (*optional*)
 - Hourly/salary indicator (*optional*)
 - Available upon request.

2. 2025 benefits guide

- o North Idaho College's 2025 Benefits Guide is available at <https://ebooks.trustab.com/view/198143530/>.

3. 2025 & 2026 premium equivalent rates and Contributions

- o Located on page 12-13 in the ebook available at <https://ebooks.trustab.com/view/198143530/>.

4. 12- or 24-month medical/Rx plan experience, ideally monthly paid medical & Rx claims.

- o Available upon request.
- What does the ideal consulting relationship look like to your organization? Are there issues with your current broker that you are looking to address or prioritize with a new partner (for example, accessibility, expertise in a certain topic, regulatory and compliance support, etc.)?
 - o NIC is not able to disclose information about our current broker as part of this RFP process.
- What areas are working well with your current broker?
 - o NIC is not able to disclose information about our current broker as part of this RFP process.
- What are your largest priorities and challenges when it comes to your benefits program?
 - o We want to offer value added benefits at a reasonable cost for our NIC employees.
- What are your current challenges with your carriers, if any?
 - o Controlling costs.
- Are you planning on going to market in 2026?
 - o We went to market for the 2025-26 plan.
- Generally speaking, what do your faculty and staff think about NIC's benefits programs?
 - o NIC employees generally think our benefits programs offer great benefits.
- When was the last time you conducted an employee engagement and/or benefits survey?
 - o About 7-10 years ago.
- Should the proposed scope include an Employee Survey?
 - o Possibly.

- What strategic initiatives are underway currently? Are there any initiatives not started but already committed to going forward?
 - Some initiatives we're interested in pursuing include re-evaluating self-funding, total reward statements, employer/employee cost-sharing strategies.
- Do you feel there are gaps in your employee communications channels? If so, please describe.
 - No.
- Please describe your biggest stressors/concerns regarding the wellness and health of your population. And/or your current wellness program?
 - We have concerns around obesity/weight related illness, and mental health.
- What are your concerns around your current pharmacy program? Cost? Customization?
 - We're concerned with the continuing increase in pharmacy benefits. We're currently fully insured, so we're limited on what changes/customizations we can make.
- What financial reporting do you currently receive and how often do you like to receive it?
 - Monthly.
- Do you currently leverage a data warehouse solution? If so, which data warehouse provider do you use?
 - No.
- Who is your HRIS/HCM vendor? Who is your Benefits Administration vendor? Are you looking to make any changes to either platform?
 - Selerix.
- *I. INTRODUCTION - A. PURPOSE (3). "Issuance of requests for proposals, as required":* What does "as required" indicate? Are there requirements for marketing benefits outlined by NIC's procurement process?
 - Per North Idaho College policy: <https://www.nic.edu/policy/all/70104/>.

- *I. INTRODUCTION - A. PURPOSE (5). “Participating in benefits related committee and review meetings”:* How often are these committee and review meetings held? How will attendance be required (e.g., In person, virtual meeting, phone call, etc)?
 - Committee and review meetings are convened on an as-needed basis. These meetings may include, but are not limited to, discussions regarding plan renewals, evaluation of benefit offerings, and strategic planning for future benefit programs. Meetings will be held primarily in person, but may also include virtual meetings on occasion.

- *I. INTRODUCTION - A. PURPOSE (10). “Provide a robust electronic open enrollment platform that integrates with the College’s ERP”:* What is NIC’s current ERP?
 - Selerix Systems Benefits Enrollment Platform.

- *IV. PROPOSAL FORMAT AND CONTENT - E. STAFFING AND PROJECT ORGANIZATION 2. Identify the key personnel... “Include other accounts to which they are committed”:* Are you asking for specific client names, or should we list the number of accounts that team members are currently working on with high-level details?
 - Specific client names are not required. Please identify the key client relations personnel who would be assigned to assist North Idaho College and indicate the number of other clients each team member currently supports.

- *IV. PROPOSAL FORMAT AND CONTENT - G. FEE PROPOSAL 2. “Quote an annual total fixed flat fee for completing all requirements outlined in the Scope of Work” AND 3. “For all services requested in the Scope of Work, quote an annual flat fee for each of the two initial years. The annual total fixed fees shall be inclusive of all expenses and costs, including direct labor, indirect costs, and profit”:* How do these two questions differ from each other? Is there any specific fee information you’re looking for in one and not the other?
 - #2. Annual total flat fee for completing the requirements outlined in the Scope of Work. #3. Flat fee for services for each of the two initial years.

- *EXHIBIT A – A. BACKGROUND. Paragraph 5 states, “This includes evaluating the feasibility of transitioning to a self-funded medical plan in the future”:* Can you confirm whether the current medical plan is fully insured or level funded?
 - The current medical plans are fully insured, as well as all other lines coverage.

- *EXHIBIT A – A. BACKGROUND. Paragraph 5 states, “This includes evaluating the feasibility of transitioning to a self-funded medical plan in the future”:* What about NIC’s other lines of coverage?
 - All plans are fully insured.

- *EXHIBIT A – A. BACKGROUND. Paragraph 5 states, “This includes evaluating the feasibility of transitioning to a self-funded medical plan in the future”:* Are any plans currently self-funded or self-administered?
 - No.

October 17, 2025

- Is the reasonable costs clause within the termination portion of the contract defined in the final contract or does it remain as the current language?
 - It typically stays the same, but would be willing to discuss alternate language.
- Does the indemnification only apply to third-party claims?
 - Indemnification of the college by the contractor is required by state law.
- There is no limitation of liability, can this be negotiated to limit liability up to a specific amount based on the contract value?
 - No, the liability cannot be limited solely to the contract value.