



## THE COUNTY OF GALVESTON

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PURCHASING AGENT

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COUNTY COURTHOUSE  
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GALVESTON, TEXAS 77550  
(409) 770-5371

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 3<sup>rd</sup> 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 (5<sup>th</sup>) Floor  
Galveston, Texas 77550  
E-mail: [rufus.crowder@co.galveston.tx.us](mailto: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](mailto: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