

New York State Department of Civil Service

Due Date: 5/31/2017

Actuarial and Benefits Management
Consulting Services RFP #ABMC-
2017-1

Requested Redactions Cost Proposal

May 18, 2017

NYS Department of Civil Service
ABMC Procurement Manager
Employee Benefits Division, Room 1106
NYS Department of Civil Service
Albany, New York 12239

Harvey Sobel

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Re: Request for Proposals #ABMC-2017-1 Actuarial and Benefits Management Consulting Services

Dear ABMC Procurement Manager:

We appreciate the opportunity to present our proposal to provide Actuarial and Benefits Management Consulting Services to the Employee Benefits Division of the New York State Department of Civil Service (“DCS”), effective January 1, 2018, in response to your April 5, 2017 RFP. Our proposal will demonstrate that Conduent HR Consulting, LLC (“Conduent”) is best qualified to partner with DCS to provide the requested consulting services.

Enclosed is our Redacted Cost proposal.

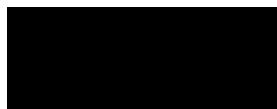
As DCS’ actuarial and benefits consultant for over 15 years (from 7/1/1997 through 12/31/2012), Conduent (formerly doing business as Buck Consultants) provided DCS with timely and cost-efficient services, and we never missed a deadline. Our team’s deep experience with health benefits plans, combined with the breadth and depth of our firm’s benefit consulting services, and our cost-effective, custom client-focused approach, will serve DCS well in facing its benefits challenges ahead.

If you have any questions, please contact us. We look forward to re-establishing our relationship.

Sincerely,



Harvey Sobel
Principal & Consulting Actuary
Conduent HR Consulting, LLC



Hope Manion
Global Practice Leader, Health Consulting Practice
Conduent HR Consulting, LLC

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Exhibit I.C - Freedom of Information Law – Request for Redaction Chart**Exhibit I.C - Freedom of Information Law – Request for Redaction Chart**

Conduent HR Consulting, LLC
(Name of Company)

Proposal Dated **5/31/2017**

In Response to the Request for Proposals entitled **Actuarial and Benefits Management Consulting Services RFP #ABMC-2017-1**.

- Offeror asserts that the information noted in the table below constitutes proprietary and/or trade secret information and desires that such information not be disclosed if requested pursuant to the New York State Freedom of Information Law, Article 6 of the Public Officers Law.
- Offeror makes **NO** assertion that any information in its Proposal, in whole or in part, should be protected from FOIL disclosure.

Administrative Proposal:		
Requested Redaction Page #'s and Proposal Sections or Exhibit/Attachment #	Description	Offeror Rationale for Proposed Redaction
<i>Insert rows above as necessary</i>		
Technical Proposal:		
Requested Redaction Page #'s and Proposal Sections or Exhibit/Attachment #	Description	Offeror Rationale for Proposed Redaction
<i>Insert rows above as necessary</i>		
Cost Proposal:		
Requested Redaction Page #'s and Proposal Sections or	Description	Offeror Rationale for Proposed Redaction
Page 3, Exhibit V.A Form 1	All Rate Information	Conduent's fees and private client information in this proposal are proprietary. Allowing Conduent's competitors to have access to this information would enable them to have an economic advantage in the marketplace, in competing with Conduent both on future DCS work and on future work for other employers/clients.

Exhibit I.C - Freedom of Information Law – Request for Redaction Chart

Page 4, Exhibit V.A Form 2	All Rate Information	Conduent's fees and private client information in this proposal are proprietary. Allowing Conduent's competitors to have access to this information would enable them to have an economic advantage in the marketplace, in competing with Conduent both on future DCS work and on future work for other employers/clients.
Page 5, Exhibit V.A Form 2	All Rate Information	Conduent's fees and private client information in this proposal are proprietary. Allowing Conduent's competitors to have access to this information would enable them to have an economic advantage in the marketplace, in competing with Conduent both on future DCS work and on future work for other employers/clients.
Page 6, Exhibit V.A Form 3	All Rate Information	Conduent's fees and private client information in this proposal are proprietary. Allowing Conduent's competitors to have access to this information would enable them to have an economic advantage in the marketplace, in competing with Conduent both on future DCS work and on future work for other employers/clients.
<i>Insert rows above as necessary</i>		

REDACTION CHART

Please provide specific justification for each item for which you seek protection from FOIL disclosure. An appropriate justification may any one or more of the following considerations by which to demonstrate reasonably whether the item for which you seek protection may be excepted from disclosure:

- a) the confidential nature of the specific item, including a description of the nature and extent of the injury to the Offeror's competitive position, such as unfair economic or competitive damage, which would be incurred were the information/record to be disclosed;
- b) whether the specific information/record is treated as confidential by the Offeror, including whether it ever has been made available to any person or entity;
- c) whether any patent, copyright, or similar legal protection exists for the specific item of information;
- d) whether the public disclosure of the information/record is otherwise restricted by law, and the specific source and content of such restriction;
- e) the date upon which the information/record no longer will need to be kept confidential, if applicable;
- f) whether the item of information is known by anyone outside the Offeror's business or organization;
- g) the extent to which the information is known by Offeror's employees and others involved in the Offeror's business;
- h) the value of the specific information/record to the Offeror and to its competitors;
- i) the amount of effort or money expended by the Offeror in developing the information/record; and
- j) the ease or difficulty with which the information could be properly acquired or duplicated (not merely copied) for use by others.

Exhibit V.A. Form 1

Task #1 – Premium Rate Renewals

Position Title	1/1/18 - 12/31/18 Year 1			1/1/19-12/31/19 Year 2			1/1/20-12/31/20 Year 3		
	Fixed Hourly Rate	# Hours	Total Projected Cost	Fixed Hourly Rate	# Hours	Total Projected Cost	Fixed Hourly Rate	# Hours	Total Projected Cost
Principal	█	10	█	█	8	█	█	55	█
Lead Consultant	█	110	█	█	90	█	█	80	█
Consultant	█	50	█	█	40	█	█	0	█
Analyst	█	80	█	█	100	█	█	100	█
Not-To-Exceed Total Cost	█			█			█		

Position Title	1/1/21-12/31/21 Year 4			1/1/22 - 12/31/22 Year 5			Five Year Total		
	Fixed Hourly Rate	# Hours	Total Projected Cost	Fixed Hourly Rate	# Hours	Total Projected Cost			
Principal	█	55	█	█	55	█	█		
Lead Consultant	█	80	█	█	80	█			
Consultant	█	0	█	█	0	█			
Analyst	█	100	█	█	100	█			
Not-To-Exceed Total Cost	█			█					

Exhibit V.A. Form 2

Task #2 – Quarterly Analysis

Page 1 of 2

Year 1	1st Quarter 2018 Report (due 5/2018)			4th Quarter 2018 Report (due 2/2019)			Year 1 Totals
	Fixed Hourly Rate	# Hours	Total Projected Cost	Fixed Hourly Rate	# Hours	Total Projected Cost	
Principal		5			3		
Lead Consultant		45			45		
Consultant		30			30		
Analyst		80			80		
Not-To-Exceed Total Cost							

Year 2	1st Quarter 2019 Report (due 5/2019)			4th Quarter 2019 Report (due 2/2020)			Year 2 Totals
	Fixed Hourly Rate	# Hours	Total Projected Cost	Fixed Hourly Rate	# Hours	Total Projected Cost	
Principal		3			18		
Lead Consultant		40			50		
Consultant		25			0		
Analyst		75			75		
Not-To-Exceed Total Cost							

Year 3	1st Quarter 2020 Report (due 5/2020)			4th Quarter 2020 Report (due 2/2021)			Year 3 Totals
	Fixed Hourly Rate	# Hours	Total Projected Cost	Fixed Hourly Rate	# Hours	Total Projected Cost	
Principal		18			18		
Lead Consultant		50			50		
Consultant		0			0		
Analyst		75			75		
Not-To-Exceed Total Cost							

Exhibit V.A. Form 2

Task #2 – Quarterly Analysis

Year 4	1st Quarter 2021 Report (due 5/2021)			4th Quarter 2021 Report (due 2/2022)			Year 4 Totals
	Fixed Hourly Rate	# Hours	Total Projected Cost	Fixed Hourly Rate	# Hours	Total Projected Cost	
Principal		18			18		
Lead Consultant		50			50		
Consultant		0			0		
Analyst		75			75		
Not-To-Exceed Total Cost							

Year 5	1st Quarter 2022 Report (due 5/2022)			4th Quarter 2022 Report (due 2/2023)*			Year 5 Totals
	Fixed Hourly Rate	# Hours	Total Projected Cost	Fixed Hourly Rate	# Hours	Total Projected Cost	
Principal		18			18		
Lead Consultant		50			50		
Consultant		0			0		
Analyst		75			75		
Not-To-Exceed Total Cost							

(1) = Sum of 1st and 4th Quarter Not-To-Exceed Total Cost amounts.

* Transition Services Billed at Year 5 rates

Task #2 Seven Year Total amount (2)	
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(2) = Sum of Year 1 Total amount through Year 5 Totals amount.

Exhibit V.A. Form 3

**Tasks #3 and #4 – GASB 45 Valuation and Ad Hoc Projects
Fixed Hourly Rates**

Fixed Hourly Rates					
Position Title	Year 1 (1/1/18- 12/31/18)	Year 2 (1/1/19- 12/31/19)	Year 3 (1/1/20- 12/31/20)	Year 4 (1/1/21- 12/31/21)	Year 5 (1/1/22- 12/31/22)
Principal					
Lead Consultant					
Consultant					
Analyst					

Transition Services billed at Year 5 rates

Exhibit V.A. Form 4**Tasks #3 Projected Hours Per Position Per Activity**

Page 1 of 1

Projected Hours Per Position Task #3 Activity				
Position Title	April 1, 2018 Valuation	April 1, 2019 Valuation	April 1, 2020 Valuation	April 1, 2021 Valuation
Principal	75	70	70	70
Lead Consultant	158	150	150	150
Consultant	133	125	125	125
Analyst	158	145	145	145