

As questions are asked, the questions and answers will be posted here for everyone to see.

1.Q: What is final date for Questions, will follow up questions be accepted after pre-proposal conference?

A: Questions can be submitted until January 31, 2024 at 10:30 a.m..

2 Q. Can the District provide an estimate or tentative date for Board decision, as this date will impact implementation timelines requested in the RFP?

A. The Board will make a decision tentatively by March 11, 2024.

3. Q. This section indicates that proposals will be opened at the Office of the Superintendent, however item 7 states that proposals will not be available for review until after the contract award. Please clarify, will any proposal information be disclosed at the opening?

Will the identity of all proposers be provided at that time to proposer?

A. Proposals will be accepted by a sealed bid format.

4. Q. Section C indicates that the proposal will remain valid for one year. In the event the District defers a decision on implementation, would the District allow modifications to the proposal to reflect price increases that would be in effect during the second year of the contract?

A. No

5. Q. The third paragraph refers to a “positive statement of compliance with the contract terms”. Does this refer to the “sample contract”?

A. This refers to an awarded contract.

6. Q. Does the sample contract as written comply with all requirements of the RFP?

A. As per pre-bid meeting.

7. Q. What is the total transportation budget for the District?

A. No longer needed per the pre-bid meeting.

8. Q. Please provide the current line-item budget (salaries, benefits, fuel, utilities, insurance, parts, fleet debt service etc.) for transportation. Is the program expected to be on budget for FY24?

A. No longer needed per the pre-bid meeting.

9. Q. Does this refer to “approval” of the review committee and submission to the Board for final approval?

A. Yes

10. Q. This paragraph references “the specified time has elapsed so that the Proposal may be withdrawn”. The “Proposal Response Format” includes a stipulation that proposals remain valid for one year. Is it the intent of the District hold the Bid Bond for up to a Year?

A. No

11. Q. Please clarify whether the District will provide any insurance coverage. Is the intent of the District that proposer will provide insurance coverage for only the route buses but will be maintaining the activity buses?

A. PSD will provide liability insurance. Current carrier will not provide physical damage to buses.

12. Q. Will all current transportation staff be available for employment by the proposer?

A. Yes, except The Transportation Director and Administrative Assistant.

13. Q. Is the District currently fully staffed with drivers, monitors, mechanics, dispatchers, clerical and safety/training positions?

A. No

14. Q. Will all drivers, monitors, mechanics, dispatchers, be employees of the contractor?

A. Employees with 15 years of experience with the state of Mississippi’s retirement system (PERS) will have the choice of staying in their current position or hiring on with a contractor.


15. Q. How many routes require a monitor/aide on a daily basis?

A. Two

16. Q. Please provide the number of budgeted FTE's for the above positions and a District org chart with number of employees by group.

A. 14 Bus Drivers, 1 Full-time sub driver, 2 mechanics, 3 teacher/drivers, 2 child nutrition/drivers, 1 teacher assistant/driver.

17. Q. Please provide the salary and benefit package for each of the above groups along with any collective bargaining agreements that might be in place. Please provide a copy of the current seniority list for transportation department employees with job classification and current hourly pay rates/salary for each employee.

A.  Transportation Employee Pay and years of experience

18. Q. If medical benefits are available to above groups how many individuals are enrolled. Please provide breakout by Single Only, Single plus1and Family plans.

A. Please see attachment at end of questions for BCBS information. The current transportation staff have the following levels of insurance coverage:

Legacy Select:

Employee Only - 3

Employee + Spouse - 1

Employee + Children - 1

Horizon Base:

Employee + Child - 1

Horizon Select:

Employee Only - 6

Employee + Staff - 2

19. Q. Are the above groups covered by a pension plan? How would leaving the District impact pensions? Please provide retirement plan details. Are any current employees eligible for retirement currently?

A. Employees with 15 years of experience with the state of Mississippi's retirement system (PERS) will have the choice of staying in their current position or hiring on with a contractor.

20. Q. Is the Contractor able to use the District tax exemption number when purchasing parts, tires, lubricants etc. for District owned Vehicles?

A. No

21. Q. Please provide a listing of all vehicles that will be provided to the Contractor in excel format, if possible, including year, make, model, engine type, transmission type, mileage, manufacturer, fuel type, seating capacity, lift equipped, AC equipped, seating capacity, WC capacity, crossing device, etc.

A.  2023 Schedule Of Vehicles 1/26/2024.xlsx

22. Q. Can the District provide their fleet replacement plan for the expected duration of this contract?

A. One new bus per school year.

23. Q. Paragraph 2 indicates that the contractor may be asked to perform maintenance on other non-school bus vehicles. Can the District provide an overview of its expectations in this regard and the scope of such repairs? Will the repair costs for these vehicles be negotiated with the District separate from the route costs?

A. The contractor is expected to perform general maintenance to non-school bus vehicles.

24. Q. Does the District currently have a computerized fleet maintenance system?

A. No

25. Q. Paragraph 6 references communication devices (radios), is the current fleet so equipped and if so, will the radios be provided to the contractor during the term of the contract or does the District desire a new radio/communication system owned by the contractor?

A. The District currently has communication devices.

26. Q. Paragraph 7 references cameras, is the current fleet so equipped and if so will the cameras be provided to the contractor during the term of the contract or does the District desire a new cameras owned by the contractor?

A. Cameras are installed on all fleet buses.

27. Q. Paragraph 10 refers to devices capable of providing turn by turn directions. Does the District have any particular product they would prefer?

A. No

28. Q. Paragraph 11 refers to a GPS Fleet Tracking and Management System that would be purchased maintained and owned by the Contractor is that correct?

A. Yes

29. Q. Fuel. Can the District provide an overview of its current fueling procedures?

A. Fuel is paid for by using FuelMan. Each bus has a FuelMan card, each morning buses are fueled at the local fuel station by persons with a FuelMan pin number.

30. Q. In the event that a vehicle is damaged beyond repair as a result of an accident or is in need of major repairs such as engine replacement, which would not be practicable when evaluating the useful life of the vehicle, what would be the process for obtaining replacement vehicles?

A. PSD would look into replacing a vehicle that would no longer be beneficial to operate.

31. Q. Please provide copies of the latest state inspection report for each vehicle.

A.  Bus inspections.pdf

32. Q. Would replacements be made by the District or contractor who would retain ownership of the vehicle?

A. PSD

33. Q. Does the District currently have a full 10% standby force?

A. Yes

34. Q. Paragraph 16 refers to the current “carrier”. Should this be the “District”?

A. Yes

35. Q. Following up on question 6 above, does this include activity buses?

A. Activity buses and route buses are considered the same.

36.Q. Does the District currently self-insure the coverages stipulated in this section, or provide insurance policies? If covered under policies, are the coverages the same as listed here? Can the District provide current Certificates of Insurance for any of these coverages?

A. No longer needed per the pre-bid meeting.

37. Q.Can the District provide accident and loss run data for GL, Auto and Workers Compensation for the last three years?

A. No longer needed per the pre-bid meeting.

38. Q. Are transportation insurance costs included in the current transportation program budget?

A. No

39. Q. Can the District provide copies of all current routes, in vehicle order including driver/garage start and end time, by morning, midday or afternoon report and total mileage for each route.

A.  Mileage Report 23-24

40. Q. Please provide the scope of the Extended School Year Summer School including number of buses operated each day, number of days, hours per day, monitor requirements etc.

A. There is no extended school year transportation.

41. Q. Paragraph 1c. refers to special equipment currently provided by the District. Will this equipment be provided to the contractor? Is the District aware of any additional equipment that may be required for the start of the contract?

A. The District is not aware of any additional equipment.


42. Q. Paragraph 1h.- do all buses currently used for Special Ed have working air conditioning?

A. Yes

43. Q. Paragraph 10 stipulates that draft route be provided to the District by July 15th of each year. When can the contractor expect student data from the District for route preparation?

A. ASAP

44. Q. Please provide a copy of the 23/24 school calendar and 24/25 school calendar if available.

A.  2024-2025 School Calendar

45. Q. Paragraph 16, Adjustment of Routes: indicates that contractor provided buses beyond those made available by the District would be billed at the same rate as District provided buses. Would the District consider allowing for a different charge to allow for expense of added contractor buses? Additionally, one week notice may not allow contractor enough time to obtain additional vehicles.

A. No

46. Q. Paragraph 1. Refers to leasing of bus facility. Can the District provide the current annual cost for utilities for the site?

A. The following costs are based on dates July 1, 2022 through June 30, 2023:

Electricity - \$7,116.28

Natural Gas - \$1,182.66

Water and Sewer - \$862.98

47. Q. Will all current shop equipment and parts be made available to the contractor? If so, please provide an inventory of shop equipment and parts. Is contractor responsible for replacing shop equipment when needed?

A. Yes,  PSD Shop Inventory , PSD will replace shop equipment.

48. Q. Will all current furniture, computers, office equipment, etc. at the facility be made available to the contractor? Please provide an inventory. Is contractor responsible for replacements when needed?

A. Yes. PSD will provide replacement equipment.

49. Q. The sample contract provided in the RFP references a rent fee of \$1.00 per year. Is this agreeable to the District?

A. Yes

50. Q. In the event that the contractor determines the need for any leasehold improvements to the facility, will the District reimburse the contractor for these costs?

A. No


51. Q. XIV FUEL: Section 1. States that the District will supply all fuel. The price sheet, however, requests proposer to provide a fuel price upon which the bid is based is this unnecessary?

A. PSD will supply fuel.

52. Q. This section refers to the age of buses. Does the current fleet meet these criteria? Will the District provide a District fleet replacement plan that ensures compliance with these requirements throughout the term of the contract?

A. The bid will be placed on current bus fleet,

53. Q. This section refers to vehicle maintenance costs and states that contractor will provide maintenance for all PSD vehicles. It also refers to the “preventive Maintenance Pricing”. However, the pricing sheet does not include Preventive Maintenance pricing. Did the District intend to include maintenance costs for route buses and spares in the base cost and have a separate price quote for the non-school bus fleet? Please provide clarification along with a listing of any vehicles the District wants included in the Preventive Maintenance pricing.

A.  2023 Schedule Of Vehicles 1/26/2024.xlsx The bottom of the list includes all non-school bus fleet. The vehicles listed should include a Preventative Maintenance Price.

54. Q. Paragraph 2, Field Trips refers to “current terms and conditions” for field trips. Are some field trips currently provided by another contractor? If so can the District provide a copy of that contract? Will all Field trips and Athletic trips be performed under this RFP moving forward? Can the District provide an overview of the daily field trips and athletic trips the contractor would be expected to cover, including; the number of trips per year, number of overnight trips per year and the average time and mileage per trip, gate to gate?

- A. All sporting events and field trips are currently covered by PSD. The contractor would be required to cover field trips which are approximately 45 per school year. No overnight trips are made. Athletic trips are completed by coaches employed with PSD. Some athletic events require a driver employed with the contractor. Monday- Thursday PSD transports one student from Poplarville Lower Elementary to Headstart which is approximately two miles round trip. Avg. time per trip is 2 hours, avg. mileage per trip is 132, avg. gate to gate is 3 hours. This is an average for all combined field trips, calculating the longest trip to the nearest. Ex.. A trip to Jackson, MS is approximately 254 miles roundtrip and the nearest trip would be 10 miles round trip. 132 miles is the average.

55. Q. Paragraph 4. Refers to liquidated damages. Can the District provide some clarity to this section such as a proposed survey instrument? It is not clear what the criteria for a 2.5% reduction would be based on.

- A. Survey as to where the following will be met; Contractor shall have all staff, equipment and procedures in place to service this Contract and, at a minimum, monitor all bus schedules to ensure that buses operate in a timely manner, have available and knowledgeable management personnel on site at bus terminal during normal hours of operation, maintain safe seating and no overcrowding per seat, and maintain properly working, submit any report that is requested by the PSD, and readily available, and accessible digital surveillance.

56. Q. This section refers to a “blended” fleet. Does this refer to vehicle types or vehicle ownership? Following up on some previous questions, is the contractor required to supply any vehicles at inception of contract to ensure adequate fleet for spares and extracurricular trips?

- A. Contractor is not required to provide any vehicles.

57. Q. Will the District allow an alternative proposal and pricing model as long as all operational requirement of the RFP are met?

- A. Yes

58. Q. Is it the district's intent to retain the fleet and provide replacement vehicles?

A. Yes

59. Q. How many buses is the district looking to replace in Year 1?

A. 1 Bus

60. Q. Is the district still looking to have an average fleet age of 4 years and maximum age of 11 years?

A. No

61. Q. Are any students transported in vehicles other than school buses?

A. No

62. Q. Do drivers receive a guaranteed number of payroll hours?

A. Drivers, mechanics and monitors are paid for the time they work.

63. Q. Please identify the drivers that also work in other roles (teacher/food service/maintenance/custodial)

A. Currently there are three drivers that also teach, two drivers that work in child nutrition, one driver is an assistant teacher and one driver works in maintenance.

64. Q. Is it the district's expectation that the contractor hire the bus mechanics?

A. Yes

65. Q. How many bus mechanics are there?

A. Two

66. Q. Are there any office staff that the district expects the contractor to hire? (Dispatch/administrative for example) If so, are these employees full time or part time?

A. Dispatch (part time)

67. Q. Does the district operate any student charter? If so, please provide volume.

A. No

68. Q. Can we add a student charter rate to the bid sheet?

A. No

69. Q. May we add an excess hourly rate to the pricing sheet, in the event a route runs longer than expected?

A. Yes

70. Q. Would an alternate proposal be accepted if it were advantageous to the district?

A. Yes

71. Q. Are replacement parts billed as a pass through? Or included as part of the daily rate?

A. Pass through.

72. Q. Can the pricing pages be adjusted to show the cost of the performance bond? (Can we adjust the pricing page?)

A. No

73. Q. Is the contractor responsible for grading the lot, when and if needed?

A. PSD will be responsible.

74. Q. Is the district responsible for water run off related to bus washing?

A. PSD will be responsible.

75. Q. Who will be doing the routing?

A. Transportation Director/ Contractor


76. Q. What routing software is used by the District?

A. None

77. Q. Who will pay for the routing software?

A. Contractor

78. Q. Please provide routing files detailing route hours and miles.

A.  BUS DRIVERS & HOURS (updated 10/30/23)

79. Q. Please provide the geography that these routes would be located in.

A. Most routes are rural routes.

80. Q. Are the routes based on live time, gate-to-gate time, or payroll time?

A. Gate to gate.

81. Q. Please provide the number of Extracurricular/Activity/Late service trips from the previous year including hours and miles driven.

A. 45 trips.

82. Q. What is the current district transportation budget?

A. No longer needed per the pre-bid meeting.

83. Q. Please provide a list detailing the bus type and vehicle capacity requested for home to school.


Please list district-owned fleet and McKinney Vento fleet.

A.  Trans. Dept Vehicle Description List 01/26/2024

84. Q. Does the district have enough fleet for a 10% spare ratio?

A. Yes

85. Q. Please provide a fleet list that includes manufacturer, capacity, current mileage and bus age/model year

A.  Trans. Dept Vehicle Description List 01/26/2024

86. Q. Who will be responsible for purchasing any replacement fleet?

A. PSD

87. Q. If contractor, should buses be ordered with cameras? (factory installed)

How many car/STAR seats are required?

A. No car seats are required.

88. Q. Will car seats be provided by the district or the contractor?

A. N/A

89. Q. Do any of the buses have a working Child Check Mate system?

A. Yes

90. Q. Do the current buses have working crossing arms?

A. Yes

91. Q. Please confirm that supervisory personnel should include, at a minimum, Senior Dispatcher, Operations Clerk, Safety & Training Supervisor, Vehicle Servicing Specialist, Trained Routing Specialist.

A. Yes

92. Q. Please provide the current wage rates for drivers and monitors

A.  PSD Transportation Pay Scale

93. Q. Are drivers currently receiving any employer paid health benefits?

A. Yes

94. Q. If so, what is the employee/employer contribution rate?

A. Please see attachment at the end of questions.

95. Q. How many drivers are eligible for retirement benefits?

A. Two

96. Q. Will any drivers remain district employees? (grandfathered)

A. Possibly

97. Q. Is there a union?

A. No

98. Q. Drivers/Monitors: do you currently have enough drivers and monitors to cover all routes + a 10% bench?

A. No

99. Q. If not, how many drivers have you averaged being short for the first semester of the current school year?

A. 2

100. Q. Who in the area is your biggest competitor for your drivers?

A. Pearl River Central School District

101. Q. Do your current bus drivers do any additional work for the school district outside of student transportation? If so, would that be expected to continue once the drivers start working for the Contractor?

A. Yes; Yes

102. Q. Please detail which routes currently use monitors today and the current number of monitors used daily, if any.

A. There is a monitor on an alternative bus route and a monitor on a sped bus route.

103. Q. Do any routes have more than one monitor? If so, how many?

A. No

**104. Q. Will monitors be district or contractor provided?
Please provide the monitor wage scale.**

A. Contractor,  PSD Transportation Pay Scale

105. Q. Please confirm that the lease price of the facility is \$1 per year.

A. Yes

106. Q. Please confirm that the contractor is responsible for electricity, heat, water, maintenance, janitorial service, environmental compliance, telephone, internet, maintenance of the grounds/parking lot at the facility.

A. Contractor will be responsible for **electricity, gas, heat, water, and environmental compliance.**

107. Q. Please confirm that PSD is responsible for all major building repairs not caused by the contractor.

A. Yes

108. Q. Please clarify Performance Measures:

A. Contractor shall have all staff, equipment and procedures in place to service this Contract and, at a minimum, monitor all bus schedules to ensure that buses operate in a timely manner, have available and knowledgeable management personnel on site at bus terminal during normal hours of operation, maintain safe seating and no overcrowding per seat, and maintain properly working, submit any report that is requested by the PSD, and readily available, and accessible digital surveillance.

**109. Q. Provide List of Bus Routes and Stops, Bus List, and Proposed School Bus Drivers:
Penalty for each - \$25,000.00 and \$100.00 per day increase
Poor Performance Damages:
Penalty - 2.5%**

A. Information must be provided.

**110. Q. Please confirm that the district will provide bus cameras. (RFP 6.8)
Will these cameras have WiFi download capability?**

A. Yes, cameras do not have wi-fi capability.

111. Q. Please confirm that the district is responsible for replacement costs/repairing bus cameras.

A. Yes

112. Q. Do all of the cameras work? If not, how many need to be replaced/repared.

A. All cameras work.

113. Q. Please confirm that the contractor is responsible for the installation of the bus cameras

A. Yes

114. Q. Please confirm the district will provide fuel.

A. Yes

115. Q. Please confirm that the contractor will provide radios.

A. The District currently uses AT&T handheld radios. PSD would like a price on contractor supplying communication and a price not supplying communication.

116. Q. Does the district have GPS on all of the buses?

A. No

117. Q. How many of the buses will have WiFi?

A. No bus is equipped with wi-fi.

118. Q. Confirming that the district will be responsible for managing filters for WiFi used by students on the bus.

A. Yes.

119. Q. Will PSD or the contractor pay for the WiFi?

RFP QUESTIONS

1. Page 9, Instruction to Proposers, #8 states that the box must be endorsed with the RFP number. There is no mention of an RFP number in the RFP document. Can the District please share that number?

A. The bid numbers is 7935-20240110090829

2. Page 38, Questionnaire & Additional Documentation Submittal & Format Instructions, Preventive Maintenance and Mechanical Repair, part D: regarding roadway

failures per month per hundred buses, can Contractors provide numbers for Mississippi only (as other sections require) or must we provide company-wide data?

A. Mississippi only.

3. Pages 38, Questionnaire & Additional Documentation Submittal & Format Instructions, Insurance and Accident Data, part D: regarding accidents per million miles, can Contractors provide numbers for Mississippi only (as other sections require) or must we provide company-wide data?

A. Mississippi only.

4. Page 48, blank W-9 - is the District asking offerors to submit a W-9? There is no other mention of it in the RFP.

A. Please submit a completed W-9 for your company with your bid.

**STATE AND SCHOOL EMPLOYEES' HEALTH
INSURANCE PLAN MONTHLY PREMIUM RATES
Effective January 1, 2024**

Legacy - Initially hired before
1/1/2006 Horizon - Initially hired on
or after 1/1/2006

	LEGACY EMPLOYEES				HORIZON EMPLOYEES			
	BASE		SELECT		BASE		SELECT	
	TOTAL PREMIUM	EMPLOYEE PORTION	TOTAL PREMIUM	EMPLOYEE PORTION	TOTAL PREMIUM	EMPLOYEE PORTION	TOTAL PREMIUM	EMPLOYEE PORTION
ACTIVE EMPLOYEE								
Employee*	\$459	\$0	\$479	\$20	\$459	\$0	\$507	\$48
Employee + Spouse	\$961	\$502	\$1,050	\$591	\$961	\$502	\$1,078	\$619
Employee + Spouse & Child(ren)	\$1,223	\$764	\$1,313	\$854	\$1,223	\$764	\$1,341	\$882
Employee + Child	\$589	\$130	\$680	\$221	\$589	\$130	\$708	\$249
Employee + Children	\$792	\$333	\$881	\$422	\$792	\$333	\$909	\$450

*The State pays 100% of the employee's premium for Base Coverage. Active employees enrolling in Select Coverage must pay a portion of the employee premium.

	LEGACY RETIREES		HORIZON RETIREES	
	BASE	SELECT	BASE	SELECT
RETIRED EMPLOYEE - NON-MEDICARE ELIGIBLE				
Retiree	\$527	\$550	\$842	\$872
Retiree + Spouse (Non-Medicare)	\$1,105	\$1,207	\$1,688	\$1,798
Retiree + Spouse & Child(ren) (Non-Medicare)	\$1,406	\$1,509	\$1,887	\$1,998
Retiree + Child	\$677	\$751	\$992	\$1,073
Retiree + Children	\$909	\$952	\$1,224	\$1,274
Retiree + Spouse (Medicare)	N/A	\$774	N/A	\$1,096
Retiree + Spouse & Child(ren) (One or more Medicare)	N/A	\$975	N/A	\$1,297
RETIRED EMPLOYEE - MEDICARE ELIGIBLE				
Retiree	N/A	\$224	N/A	\$224
Retiree + Spouse (Non-Medicare)	N/A	\$881	N/A	\$1,150
Retiree + Spouse & Child(ren) (Non-Medicare)	N/A	\$1,183	N/A	\$1,350
Retiree + Child	N/A	\$425	N/A	\$425
Retiree + Children	N/A	\$626	N/A	\$626
Retiree + Spouse (Medicare)	N/A	\$448	N/A	\$448
Retiree + Spouse & Child(ren) (One or more Medicare)	N/A	\$649	N/A	\$649

	LEGACY		HORIZON	
	BASE	SELECT	BASE	SELECT
COBRA				
Participant	\$468	\$488	\$468	\$517
Participant + Spouse	\$980	\$1,071	\$980	\$1,099
Participant + Spouse & Child(ren)	\$1,247	\$1,339	\$1,247	\$1,367
Participant + Child	\$600	\$693	\$600	\$722
Participant + Children	\$807	\$898	\$807	\$927
COBRA DISABILITY EXTENSION				
Participant	\$688	\$718	\$688	\$760
Participant + Spouse	\$1,441	\$1,575	\$1,441	\$1,617
Participant + Spouse & Child(ren)	\$1,834	\$1,969	\$1,834	\$2,011
Participant + Child	\$883	\$1,020	\$883	\$1,062
Participant + Children	\$1,188	\$1,321	\$1,188	\$1,363

MISSISSIPPI STATE & SCHOOL EMPLOYEES' LIFE AND HEALTH INSURANCE PLAN



KNOW YOUR
Benefits



September 2023

Open Enrollment

Open Enrollment for 2023 is from October 1, 2023 - October 31, 2023. During Open Enrollment, employees may make changes to their health insurance benefits that will take effect January 1, 2024. Employees can change health coverage elections between Base and Select coverage, drop dependents, or cancel coverage. Open Enrollment applies to health insurance only. If you do not make any changes, your current coverage will carry over through next year. For more information regarding Open Enrollment please visit the Plan's website at <https://www.dfa.ms.gov/insurance> or speak to your human resources representative.

2024 Premium Rate Changes

Effective January 1, 2024, the plan will implement a 5% premium rate increase for all coverage options. This increase will affect active and retiree plans, as well as COBRA and Medicare eligible participants.

2024 Deductible Changes

Effective January 1, 2024, the Base plan family deductible will increase to \$3200.00 to meet the minimum required regulations under Federal Law. The Base plan coverage option qualifies under IRS regulations as a high deductible health plan that can be used with a health savings account.

2024 Deductibles

- | | |
|---|---|
| • Select Individual deductible - \$1,800 | Select family deductible - \$3,600 |
| • Base Individual deductible - \$1,800 | Base family deductible - \$3,200 |

Prescription coverage updates

Effective January 1, 2024, coverage will be offered for over-the-counter Naloxone medication for the treatment of opioid abuse. By order of the MS State Department of Health, your pharmacist can provide Naloxone OTC without having to obtain a prescription from a doctor. A \$12 copay will apply at the pharmacy.

Employee Wellness benefits

The plan does offer many options for participants interested in weight loss. The Weight Management Program through ActiveHealth is provided for participants with a Body Mass Index (BMI) of 30 or greater. This 12-month program provides individual counseling over the phone with dietitians, nurses and fitness experts. This confidential program is available to participants at no cost. The Plan also offers qualified members complimentary access to Wondr Health. Wondr Health provides participants a year-long, skills-based digital weight loss program that aims to help participants feel their best mentally and physically through simple, clinically proven techniques and tools. Access to Wondr Health is offered at no cost to plan participants 18 years of age or older provided the Plan is your primary insurance coverage. The plan also offers a diabetes care benefit through Vigilant Health which offers comprehensive education, tools, and resources to manage and/or prevent diabetes. The Vigilant Health team provides an added layer of diabetes management by experts who collaborate with your primary care provider. All of these services are available to you at no additional cost.

Beneficiary Updates

While reviewing your health insurance coverage during open enrollment, it is also a great time to update and verify your life insurance beneficiary designations. Life insurance beneficiaries do not have to be updated every year, and they can be changed at any time. To update your life insurance beneficiaries, visit your BCBSMS myBlue member page at <https://www.bcbsms.com/>.

After retirement- Don't forget to let us hear from you!

Help us so we can help you! Please be sure to contact Customer Service at 800-709-7881 if anything changes regarding your eligibility, such as:

- Becoming eligible for Medicare
- Changes to your mailing address, phone number, email address
- Needing to cancel spouse/dependents due to death, over-age dependent, obtaining other health insurance coverage, etc.

Remember, you must apply within 31 days of losing coverage as an employee to be eligible to continue coverage as a retiree. However, an employee should apply for retiree coverage at least 31 days before your retirement date to avoid a temporary lapse in coverage.

