

Employee Benefits RFP Process

Update for the Board of
Commissioners

Sean Womack, Human Resources

April 13, 2026



@wakegov    

wake.gov

Agenda

- **Benefits Overview**
- **Responses**
- **Process**
- **Timelines**
- **Next Steps**

Purpose of the RFP Process

- **Wake County is committed to providing employees with access to high-quality, affordable healthcare.**
- **Wake County operates a self-insured plan, we regularly review benefit offerings to ensure they remain cost effective and comprehensive.**
- **Current benefit offerings:**
 - Vision – EyeMed
 - Dental – Delta Dental
 - Medical/Prescriptions/Stop Loss – Cigna
 - Retiree - HealthSprings

2026 Benefits RFPs

- **Vision**
 - **Medicare Advantage**
 - **Medical/Rx/Stop Loss**
 - **Dental**
-
- **RFPs released in February 2026**
 - **Responses received in March 2026**

Responses

Benefit	Responses Received
Vision	7
Medicare Advantage	2
Medical/Rx/Stop Loss	8 (4 Rx only)
Dental	5

Process

- **Initial reviews conducted by interdepartmental team (HR, IT, Budget & Management Services)**
- **Feedback received from Employee and Retiree Benefits Committee**
- **Finalist interviews conducted by cross-functional team (Executive Leadership, HR, Budget & Management Services, Employee Benefits Committee)**
- **Evaluation Criteria includes cost, network strength, member experience, integration, technology and performance guarantees.**

Timeline

- **Scoring responses – through mid April**
- **Finalist interviews – late April to mid May**
- **Work Session Presentation – June 8**
- **Recommendations to Board of Commissioners:**
 - Vision & Dental – June 15
 - Medical/Rx/Medicare Advantage – July 6
- **Implementation – August 2026**
- **Open Enrollment – mid October 2026**

Next Steps

- **Staff review to identify finalists and conduct interviews and demos**
- **Board of Commissioners update – June 8**
- **Recommendations for multi-year agreements – June 15 & July 6**

Beyond the RFP Process

- **Summer/Fall**

- Contract negotiation/finalization
- Finalizing all benefit offerings
- Finalizing plan rates – employer portion/employee portion
- Notification of any employee rate
- Preparing for open enrollment – late fall



WAKE.GOV