

HUMAN RESOURCES DEPARTMENT
600 W. 4TH Street
Davenport, IA 52801



Office: (563) 326-8767
Fax: (563) 328-3285
www.scottcountyiowa.com

Date: August 17, 2010

To: Board of Supervisors

From: Mary J. Thee, Human Resources Director/Asst. County Administrator

Subject: Health Care Consultant - Holmes Murphy

The County hired Holmes Murphy as its Health Care Consultant to assist with working with an employee committee to review plan design, issuance of an RFP for insurance, evaluation of self insured v. fully insured and implementation of any changes to the current insurance coverage. The contract was for one year at the cost of \$20,000. We'd like to continue services with Holmes Murphy for three years. They have agreed to reduce their current fee to \$18,000 annually. Their services and expertise will be beneficial as we look to review our costs associated with becoming self insured, look to set future rates, review plan design and work through impacts of health care reform. The projected cost savings from the past year's review are found on the attached Letter of Agreement.

In the past year Holmes Murphy has facilitated the monthly meeting with the Health Benefit's Team and processed the transition to becoming self insured with United Health Care and Delta Dental. They have conducted an RFP for vision coverage and have been assisting in the transition from VSP to Avesis. Additionally they have introduced us to the Healthy Lifestyles program.

Cc: Dee F. Bruemmer, County Administrator

Scott County, IOWA

Letter of Agreement

Thank you for hiring me to facilitate the Scott County Health Benefits Team. Following are some of the highlights of my first year of engagement:

- Transitioning to Self-Funded Medical Plan
(Projected Savings = \$525,000)
- Transitioning to Self-Funded Dental Plan
(Projected Savings = \$33,500)
- Enhancing Vision Plan with transition to Avesis
(Projected Savings = \$20,000)
- Eliminating Dual EAP Options
(Projected Savings = \$5,000)
- Introducing Healthy Lifestyles Wellness Program
- Building Consensus With Bargaining Unit Representatives

I ask you to extend my contract for the next three (3) years from August 1, 2010 through July 31, 2013 with the following terms:

- Facilitator Annual Fee of \$18,000 to be paid in monthly installments.

I look forward to continue to assist Scott County in managing its benefit costs, implementing effective wellness strategies, consulting on the effects of health care reform, and building cohesiveness with the employee bargaining units. Thank you for your consideration.

Sincerely,

Jeffrey A. Scarpinato, Vice President – Holmes Murphy Quad City Office

Accepted by:

Scott County Official
Printed Name

Holmes Murphy Official
Printed Name

Scott County Official
Signature

Holmes Murphy Official
Signature

Date: _____

Date: _____

THE COUNTY AUDITOR'S SIGNATURE CERTIFIES
THAT THIS RESOLUTION HAS BEEN FORMALLY
APPROVED BY THE BOARD OF SUPERVISORS ON

DATE

SCOTT COUNTY AUDITOR

RESOLUTION

SCOTT COUNTY BOARD OF SUPERVISORS

August 19, 2010

APPROVING AGREEMENT WITH HOLMES MURPHY AND ASSOCIATES FOR EMPLOYEE HEALTH BENEFIT CONSULTING SERVICES

BE IT RESOLVED BY the Scott County Board of Supervisors as follows:

Section 1. That the proposal from Holmes Murphy and Associates in the amount of \$18,000 per year for 3 years for consulting services related to working with an employee committee to review health insurance plan design, review effects of health care reform on plan design, evaluation of self insured v. fully insured and implementation of any changes to the current insurance is hereby accepted and approved.

Section 2. That the County Administrator is hereby authorized to sign said agreement on behalf of the Board.

Section 3. This resolution shall take effect immediately.

