

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



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www.scottcountyia.com

Date: June 7, 2016

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 in 2009 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 original contract was for one year at the cost of \$20,000. We then did two extensions for 3 years with a reduced fee of \$18,000 annually. Their services and expertise have been beneficial in the past as it relates to working with the employee committee, the transition to become self funded, reviewing plan design, implementation of the Healthy Lifestyles program, and interpreting and implementing the Affordable Care Act. We would like to continue the contract for another year at the same rate. We feel that it is beneficial as we work to fully implement changes related to the ACA, address regulatory changes to wellness programs, review current claims costs, flexible saving plan and addresses our future stop loss issues. Holmes Murphy has also been essential in working with United Health Care to develop a program to reduce health care costs with jail inmates. The Letter of Agreement is attached.

Scott County, IOWA

Letter of Agreement

Holmes Murphy has assisted Scott County with navigating the full implementation and compliance of the Affordable Care Act. In addition, Holmes Murphy has leveraged its exclusive reverse auction RFP program to mitigate increases to stop loss coverage based on high claimants hitting the medical plan fund balance. Following are several areas of concentration for the upcoming plan year:

- Compliance with recent EEOC Regulations impacting Wellness
- Investigate Benefit Cost Saving Opportunities
- Ongoing guidance of compliance with ACA

I ask you to extend my contract for one year from August 1, 2016 through July 31, 2017 with the following unchanged terms:

- 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 with continued guidance with ACA and EEOC regulations.

Thank you for your consideration.

Sincerely,

Jeffrey A. Scarpinato, MHA
Vice President - Shareholder
Holmes Murphy Quad City Office

Accepted by: _____

Scott County Official
Printed Name

Scott County Official
Signature

Date: _____

Holmes Murphy Official
Printed Name

Holmes Murphy Official
Signature

Date: _____

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

DATE

SCOTT COUNTY AUDITOR

R E S O L U T I O N

SCOTT COUNTY BOARD OF SUPERVISORS

June 16, 2016

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 one year for consulting services related to working with an employee committee to review health insurance and wellness, and implementation of the Affordable Care Act.

Section 2. That the Human Resources Director is hereby authorized to sign said agreement on behalf of the Board.

Section 3. This resolution shall take effect immediately.