

HUMAN RESOURCES DEPARTMENT
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Date: July 10, 2018

To: Board of Supervisors

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

Subject: Health Benefit Consultant

The County issued a request for proposals (RFP) in May for a health care consultant, as we had not been out in the marketplace since 2009 for these services. This firm assists with working with our employee committee, consulting on plan design, issuance of future RFPs for health related insurance, and continued review and compliance with the Affordable Care Act (ACA). The County needs to remain competitive as an employer and control all benefit costs. The Budget and Administrative Services Director, Benefits Coordinator and me served as the review committee.

We evaluated 7 proposals based on qualifications, background, and prior experience in conducting similar services; project approach; references; and cost of services. We receive two proposal from brokers in Ohio and Georgia that offered to provide broker services at no cost to the county. However, neither indicated how they would serve our overall consultant needs or work with the employee committee. Additionally we felt their approaches were not in the County's best interests and thus rejected. The other proposals were priced as follows:

<i>Vendor</i>	<i>Pricing</i>
<i>Cottingham & Butler</i>	\$55,000 (or \$30,000 plus commissions)
<i>Gallagher</i>	\$100,000 combined pricing
<i>Holmes Murphy</i>	\$18,000 + vision commission (appx \$3,500)
<i>Molyneaux</i>	\$69,250 combined pricing
<i>Silverstone</i>	\$67,500 (year 1) increasing to \$75,960 by year 5

We believe all are capable of providing the desired services and analysis. Some proposals and reporting capabilities were better than others. Overall the County

has remained happy with the services provided by Holmes Murphy. Over the 9 years that they have provided consulting services, they have done the financial analysis to move the County to self-funded plans for health, pharmaceutical and dental services which has saved the county millions of dollars in premiums. They also have brought us the current wellness plans that we utilize to avoid future medical costs. They have provided essential training and consulting through the transitioning ACA. Holmes Murphy not only provided the best price but we feel comfortable that they are capable of continuing to provide the desired services. I have attached their letter of agreement for your consideration.

Holmes Murphy is a national consultant with an office based in Davenport. They are currently under contract with the City of Rock Island and City of Cedar Rapids where they facilitate their employee committees and provide consulting services. They also provide consulting services to Genesis Health System with an emphasis on wellness programs focused on Metabolic Syndrome.

Cc: Mahesh Sharma, County Administrator



THINKING AHEAD

Letter of Agreement

Holmes Murphy looks forward to continuing its partnership with Scott County. Our current contract is scheduled to end July 31, 2018.

We offer to extend our contract for a five-year period beginning August 1, 2018 and commencing on July 31, 2023 with the following unchanged terms:

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

Holmes Murphy or Scott County, Iowa may terminate this agreement by giving written notice to the other at any time with 60 days notice.

If you are in agreement, please acknowledge by signing below and returning to me.

Thank you for your consideration.

Sincerely,

Anna J. Evans, GBA, CEBS
Assistant Vice President
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

July 12, 2018

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 five years for consulting services related to working with an employee committee to review health insurance and wellness, and implementation of health care regulations.

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.