

## HUMAN RESOURCES DEPARTMENT

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**Date:** May 23, 2023

**To:** Mahesh Sharma, County Administrator

**From:** Vanessa Wierman, Human Resources Director

**Subject:** Health Benefit Consultant

The County has been in a longstanding working relationship with Holmes Murphy and Associates as our Benefits Consultant. Since 2009, Holmes Murphy has provided Scott County with invaluable expertise on how best to structure our group healthcare plans in order to remain competitive in today's market while remaining fiscally responsible. We are in our final year of a five (5) year agreement, and I am recommending the Board of Supervisors to renew the agreement for the next three (3) years. Several of the major items Holmes Murphy has guided the County through include:

- Providing financial analysis of moving from fully-insured medical and dental plans to self-funded plans thus saving the County millions of dollars.
- Assisting in the transition of the health and dental plans to self-funded plans.
- Rate discussions with UHC (medical/pharmacy), Delta Dental, Avesis (vision), stop/loss insurance, and flexible spending plan administrator.
- Healthy Lifestyles program and premium differential.
- Plan design evaluations and vendor management.

As we move forward with the MEDIC EMS transition, Holmes Murphy's expertise will play a vital role from an insurance perspective. This is especially important as current MEDIC EMS employees become County employees and transition into our group healthcare plans. Additionally, with the acquisition, there are specific group health plan reporting requirements that need to be completed or filed on behalf of MEDIC EMS's current health plan. We will need to rely on Holmes Murphy's knowledge since the County, being a public entity, does not have these specific requirements for our health plan.

Finally, we are currently in the final year of rate guarantees with UHC/Optum Rx, stop loss insurance (annual), Delta Dental, and iSolved (flexible spending). As mentioned above, Holmes Murphy will assist us with our plan design evaluations and work with the vendors for the best renewal rates possible. Their historical knowledge of our group health plans, employee population, and their expertise within the health insurance sector is invaluable, especially as we integrate MEDIC EMS into our plans.

Our current agreement with Holmes Murphy ends July 31, 2023 and they provided the following rates for a three (3) year renewal agreement:

- Year 1           \$21,000 plus 10% vision commission
- Year 2           \$24,000 plus 10% vision commission
- Year 3           \$26,400 plus 10% vision commission

Holmes Murphy is a national consultant with an office based in Davenport. They are currently under contract with the cities of Bettendorf, Moline, and Cedar Rapids where they provide similar services. Senior Assistant Attorney Rob Cusack reviewed the agreement and I recommend the Board of Supervisors continue to utilize Holmes Murphy and Associates as our Benefits Consultant and approve a three (3) year agreement.



## Letter of Agreement

Pursuant to the April 2023 Partnership Summary and Contract Extension, Holmes, Murphy and Associates, LLC and Scott County wish to extend their current contract, which is set to expire on July 31, 2023.

We propose the extension of our current contract, including the services outlined in the April 2023 Partnership Summary and Contract Extension, for an additional three (3) years. This extension will commence on August 1, 2023, and expire on July 31, 2026, unless otherwise agreed to in writing by the parties.

As outlined in the April 2023 Partnership Summary and Contract Extension, we propose the following fee schedule for the applicable extension period.

- Consulting fee:
  - August 2023-July 2024 = \$1,750.00 per month
  - August 2024-July 2025 = \$2,000.00 per month
  - August 2025-July 2026 = \$2,200.00 per month
- Vision:
  - 10% of premiums

Execution of this Letter of Agreement shall serve as acceptance of the above proposed extension and the fees as outlined. Either party may terminate this Letter of Agreement by providing the other party with sixty (60) days prior written notice.

The above terms are accepted and so agreed to between the parties:

**Scott County**

**Holmes, Murphy and Associates, LLC**

\_\_\_\_\_  
Print name:

Date:

\_\_\_\_\_  
Print name:

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

May 25, 2023

#### APPROVAL OF 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 to provide consulting services related to working with an employee committee to review health insurance and wellness, and implementation of health care regulations in the amounts of:

August 2023 – July 2024	\$21,000 plus 10% vision commission
August 2024 – July 2025	\$24,000 plus 10% vision commission
August 2025 – July 2026	\$26,400 plus 10% vision commission

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.