

Legislation Text

File #: BILL NO. 22-09, **Version:** 1

An Ordinance approving the award of RFP No. 2022-016 for the provision of Health Insurance and Employee Benefit Brokerage/Consulting Services to Holmes Murphy & Associates, LLC for a one-year term with up to four, one-year renewals and authorizing the City Manager to execute the same for the City. (F&BC 1/3/22)

Issue/Request:

An Ordinance approving the award of RFP No. 2022-016 for the provision of Health Insurance and Employee Benefit Broker/Consulting Services to Holmes Murphy & Associates, LLC for a one-year term with up to four, one-year renewals and authorizing the City Manager to execute the same for the City.

Key Issues:

The City has utilized health insurance and employee benefit brokerage/consulting services since 2017. The current contract expires December 31, 2021. Therefore, the City issued RFP 2022-016 to conduct the procurement process for the selection of health insurance and employee benefit brokerage/consulting services beginning January 1, 2022. Utilizing a broker allows the City to leverage resources to continue providing a broader scope of services, better benefits for employees and contain costs.

Services Included by Brokerage Firm:

- A dedicated team of professionals to provide consistency in our services offered to employees
- On-site support as needed
- Customized reporting
- Increased employee benefits communication
- Compliance assistance with legislative updates, federal, state and local laws and professional opinion letters
- Funding and plan design analysis
- Program marketing
- Ancillary and Voluntary coverage analysis and implementation
- Client Education and Training

Proposed City Council Motion:

I move for second reading of an Ordinance approving the award of RFP No. 2022-016 for the provision of Health Insurance and Employee Benefit Broker/Consulting Services to Holmes Murphy & Associates, LLC for a one-year term with up to four, one-year renewals and authorizing the City Manager to execute the same for the City.

I move for adoption of an Ordinance approving the award of RFP No. 2022-016 for the provision of Health Insurance and Employee Benefit Broker/Consulting Services to Holmes Murphy & Associates, LLC for a one-year term with up to four, one-year renewals and authorizing the City Manager to execute the same for the

City.

Background:

In response to the City's desire to continue using the services of a health insurance and employee benefit brokerage and consulting firm, the Procurement and Contract Services Division issued RFP No. 2022-016. The RFP was posted on the City's website, as well as the City's e-procurement system, Public Purchase, which notified 534 possible vendors. The RFP was accessed by 75 vendors. A total of nine (9) firms submitted proposals as of the closing date of the RFP.

Based upon the evaluation of bid responses, as well as the comparative cost analysis conducted by the Procurement and Contract Services Division, the project evaluation committee recommended award of RFP No. 2022-016 to Holmes Murphy & Associates, LLC.

Impact/Analysis:

Benefits to be received by the City from the provision of insurance brokerage and consulting services include:

- Aggressive negotiations during annual renewals
- Decrease cost to the City for benefits services
- Increased efficiency and assistance to staff by providing higher level of support in the areas of communication and technology
- Increase level of available technology for the effective use of current tools and services
- Support for employees and families to make informed benefit selections

Anita Dickey, Director of Human Resources

Staff recommends approval.

A motion was made by Councilmember Edson, seconded by Councilmember Shields, that TMP-2128 An Ordinance approving the award of RFP No. 2022-016 for the provision of Health Insurance and Employee Benefit Brokerage/Consulting Services to Holmes Murphy & Associates, LLC for a one-year term with up to four, one-year renewals and authorizing the City Manager to execute the same for the City be recommended for approval to City Council. The motion carried by a unanimous 4-0 vote.