



**Contra
Costa
County**

To: Board of Supervisors
From: Dianne Dinsmore, Human Resources Director
Date: March 14, 2017

Subject: Contract Extension with Buck Consultants

RECOMMENDATION(S):

APPROVE and AUTHORIZE the County Administrator, or designee, to execute a contract amendment with Buck Consultants, effective April 1, 2017, to extend the term from April 1, 2017 to September 30, 2017 and increase the payment limit by \$70,988 to a new payment limit of \$924,488 to continue providing support and consultation for employee health and benefits issues.

FISCAL IMPACT:

Program costs for these services will be paid from the Benefits Funds that receive revenues from monthly premiums charged to County Departments. Extending the current contract with Buck Consultants will allow Human Resources Benefits Division the opportunity to finish the 2018 Benefits Rates, and develop a thorough and complete request for proposal (RFP) for a potential new welfare brokerage firm.

BACKGROUND:

Over the past several years, the County has utilized the contractual services of Buck Consultants in the development and implementation of specific benefit programs, ongoing

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY ADMINISTRATOR

☐ RECOMMENDATION OF BOARD COMMITTEE

Action of Board On: **03/14/2017** ☒ APPROVED AS RECOMMENDED ☐ OTHER

Clerks Notes:

VOTE OF SUPERVISORS

AYE: John Gioia, District I Supervisor
Candace Andersen, District II Supervisor
Diane Burgis, District III Supervisor
Karen Mitchoff, District IV Supervisor
Federal D. Glover, District V Supervisor

I hereby certify that this is a true and correct copy of an action taken and entered on the minutes of the Board of Supervisors on the date shown.

ATTESTED: March 14, 2017

David Twa, County Administrator and Clerk of the Board of Supervisors

By: Rolanda Hartfield, Deputy

Contact: Ann Elliott,
925-335-1747

cc: Ann Elliott, County Benefits Manager

annual reviews of benefit programs, annual renewals of insurance contracts, assistance with labor negotiations, and consultation services on the interpretation of new State and Federal laws as they pertain to employee benefits. Buck is also currently engaged in facilitation of the RFP process to outsource Flex Spending Account, Health Care Spending Account, Dependent Care Assistance Program,

BACKGROUND: (CONT'D)

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COBRA, and Commuter benefits. To provide for a continuation of these services, County staff recommends that the contract be extended through September 30, 2017.

CONSEQUENCE OF NEGATIVE ACTION:

Due to the multiple and complex programs and compliance issues on which Buck Consultants is currently providing guidance to the County, including facilitating the RFP process and negotiating the 2018 Benefits premiums, it is necessary to execute a Contract Amendment/Extension Agreement with Buck Consultants in order to ensure the County continues to provide a comprehensive benefits package to our employees that remains in compliance with State and Federal laws.