



**Contra  
Costa  
County**

To: Board of Supervisors  
From: Ann Elliott, Interim Human Resources Director  
Date: February 9, 2021

Subject: Contract Extension of Consulting Services with Segal Consulting for the County's Health and Welfare Benefit programs

**RECOMMENDATION(S):**

APPROVE and AUTHORIZE the Human Resources Director, or designee, to execute a contract amendment with Segal Consulting including modified indemnification language, to extend the term for one year through February 28, 2022 and increase the payment limit by \$120,000 to a new total payment limit of \$520,000

**FISCAL IMPACT:**

The cost of this contract is fully funded through the Benefits Administration Fee which is charged to the Departments.

**BACKGROUND:**

Segal Consulting provides the following Health and Welfare consulting services: 1) strategic review of all current health and welfare benefit programs including advice on industry best practices, trends and developments and benchmarking; 2) Benefits education and training to staff and committees as required by the County; 3) Technical review of all the County's employee benefits communications; 4) Negotiation of all annual vendor and insurance carrier renewals; 5) Actuarial services including budget projections; 6) Employee contribution strategies, Medicare Part

☒ APPROVE ☐ OTHER  
☒ RECOMMENDATION OF CNTY ADMINISTRATOR ☐ RECOMMENDATION OF BOARD COMMITTEE

Action of Board On: **02/09/2021** ☒ 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: February 9, 2021

Monica Nino, County Administrator and Clerk of the Board of Supervisors

By: Laura Cassell, Deputy

Contact: Ann Elliott (925)  
655-2176

cc:



BACKGROUND: (CONT'D)

D attestation, and reserve projections for self-funded plans; 7) Compliance assistance; 8) Employee benefits communications assistance; 9) Assistance with preparation of materials for labor negotiations; 10) Vendor management, including coordination of periodic meetings and resolution of service issues; 11) Negotiation and evaluation of Health Plan performance guarantees; 12) RFP preparation and evaluation of responses for all health and welfare benefit plans; 13) Attendance at meetings, presentations, negotiation sessions and formal presentations to the County Board of Supervisors; and 14) Monitoring utilization data.

Two one-year renewal periods have been negotiated. Under the contract extension, Segal's competitive pricing is locked in for an additional two years.

CONSEQUENCE OF NEGATIVE ACTION:

If this extension is not approved, the County will be not be able to access the expertise and support of Segal Consulting to assist the County in providing the most appropriate benefits to employees and maintain compliance with all applicable legal requirements.