



Contra
Costa
County

To: Board of Supervisors
From: Ann Elliott, Human Resources Director
Date: February 28, 2023

Subject: Contract with Segal Consulting to provide consulting services for the County's Employee Benefit Programs

RECOMMENDATION(S):

APPROVE and AUTHORIZE the Human Resources Director, or designee, to execute a contract with Segal Consulting in an amount not to exceed \$390,000 to provide the County with consulting services for the Health and Welfare benefit programs, for the period March 1, 2023 through February 28, 2026, with two optional one-year renewals, pending approval to form by County Counsel.

FISCAL IMPACT:

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

BACKGROUND:

A Request for Proposals (RFP) for the Health and Welfare Benefits Consulting was issued in November 2022. Segal Consulting was determined as the best match for the County requirements.

Segal Consulting provides the following employee benefit consulting services: 1) strategic review of all current employee benefit programs including advice on industry best practices,

<input checked="" type="checkbox"/> APPROVE	<input type="checkbox"/> OTHER
<input checked="" type="checkbox"/> RECOMMENDATION OF CNTY ADMINISTRATOR	<input type="checkbox"/> RECOMMENDATION OF BOARD COMMITTEE

Action of Board On: **02/28/2023** ☒ 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
Ken Carlson, 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 28, 2023

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

By: June McHuen, Deputy

Contact: Salma Sadiq, (925)
655-2176

cc:

trends and developments and benchmarking; 2) benefits education and training to staff and committees as required by the County; 3) technical

BACKGROUND: (CONT'D)

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 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 employee plans; 13) attendance at meetings, presentations, negotiation sessions and formal presentations to the County Board of Supervisors; and 14) monitoring utilization data. The agreement limits Segal Consulting's potential liability and contains modified indemnification language.

A three-year contract, with an option for two one-year renewal periods has been negotiated. This action authorizes the Human Resources Director or designee to execute the contract with Segal Consulting. The contract is subject to County Counsel's review and final approval.

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 requirements.

CHILDREN'S IMPACT STATEMENT:

None.