

Speaking Points

Benefit Consultant Professional Services Agreement

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Purpose:

This ordinance is to authorize the mayor to enter into a Professional Services Contract with McGohan Brabender for benefit and wellness consultancy services for two (2) years with the option for an additional one (1) year extension.

Background:

The City wishes to enter into a contract with a qualified Benefits Consultancy for the purpose of providing a full range of services related to the City's health and welfare benefits programs.

Specifically, due to changes in the health care space and lack of staff expertise, the City is in need of an experienced consultant to make recommendations regarding the City's current benefit programs in the following areas:

- Administration and industry best practices;
- Business intelligence, data reporting, analytics and benchmarking;
- Design, long-term planning and continuous improvement;
- Employee education and wellness initiatives;
- Labor unit education and relationship support;
- Collective bargaining, mediation and arbitration support; and,
- Budgeting, forecasting and actuarial analysis

Competitive proposals were sought twice for this project. Once in conjunction with other consultation services with the Departments of Finance and ICT from March 17, 2020 – April 14, 2020 and separately from May 22, 2020 through June 23, 2020. A total of 13 bids were submitted between each RFP.

The selection committee encompassing members of the Health Care Cost Containment Committee reviewed the submitted responses. Late November 2020, the Committee interviewed five (5) organizations; in January 2021, the committee performed a second set of interviews with the top three (3) candidates. After much discussion, the Committee selected McGohan Brabender.

Cost:

The total cost of this three (3) year engagement should not exceed \$525,000.00. Funding for this expenditure is allocated in the Health Care Internal Service Fund.