

COUNTY OF NEVADA

DEPARTMENT OF HUMAN RESOURCES

Eric Rood Administrative Center
950 Maidu Avenue
Nevada City, CA 95959
(530) 265-7010
www.mynevadacounty.com

NEVADA COUNTY BOARD OF SUPERVISORS

Board Agenda Memo

MEETING DATE: April 28, 2020

TO: Board of Supervisors

FROM: Steven Rose, Director of Human Resources

SUBJECT: RESOLUTION APPROVING A PERSONAL SERVICES CONTRACT BETWEEN THE COUNTY OF NEVADA AND KEENAN & ASSOCIATES PERTAINING TO BENEFITS BROKERAGE SERVICES IN THE AMOUNT OF \$75,000 IN THE FIRST YEAR OF THE AGREEMENT, FOR THE PERIOD APRIL 1, 2020 THROUGH DECEMBER 31, 2023, AND AUTHORIZING THE CHAIR OF THE BOARD OF SUPERVISORS TO EXECUTE THE CONTRACT

RECOMMENDATION: Approve the attached contract and resolution

FUNDING: The Human Resources department will oversee/monitor this contract. The revenue to contractor is built into the fees and commissions charged to vendors and that revenue is capped at \$75,000. There is no anticipated additional cost to the County. There is no impact to the General Fund, and no budget amendment required.

BACKGROUND:

The County has not changed benefit brokers since 2010. The Human Resources Department over the course of the last nine months conducted in-depth market research and interviews with six different brokers including Keenan and Associates. The research conducted revealed that there were additional services available, including a platform to provide virtual benefit enrollment to our employees.

Benefit broker services have the overall purpose of helping ensure that the County of Nevada offers a cost effective, quality suite of health and welfare plans. Benefit brokers assess the structure and type of plans we offer and may make recommendations for change based on empirical market data. Benefit brokers advocate for the lowest possible rates and best possible customer service from selected vendors. Rounding out their services to us are education and legal compliance services. Keenan and Associates stood out due to their BenefitsBridge product for online employee self service functionality.

Keenan and Associates is the recognized as a leader in the public agency arena, with the ability to upload data directly to the CalPERS system. They are the only identified company that has the ability to do this consistently for every life event and not just at open enrollment time.

Because of Keenan and Associates' large presence in the public agency market, it is well versed not only on the nuances of local government but their likely budget concerns as well. Keenan and Associates keeps well-informed about the ever-changing health care environment and is able to be relied upon for their expert educational assistance.

The Resolution will also authorize the Human Resources Director, as Plan Administrator, to work with Keenan and Associates at year end each year of the Agreement to review the annual report of commissions and fees they receive and to determine the appropriate commission and fee cap for the following plan year based on plans services, and market conditions.

There will be no gap in service while the contract is being finalized.

Your consideration of this change is appreciated.

Respectfully submitted,

Item Initiated and Approved by: Steven Rose, Director of Human Resources

Submitted Date: April 16, 2020