

AWARD OF BIDS/RFPs/CO-OPS/SINGLE SOURCE (cont.)

RFP #6493 SUMMARY: EMPLOYEE BENEFITS CONSULTING SERVICES

Background

Cleveland Metroparks utilizes the services of a benefits consulting firm to provide guidance and support regarding all employee benefits plans and programs. Cleveland Metroparks obtained proposals from qualified vendors interested in providing this service.

Since March 1, 2013, Taylor Oswald, LLC (“Oswald”) provided these employee benefits consulting services (current rate of \$48,000 annually).

Proposals Received RE: RFP#6493

On February 4, 2020, Cleveland Metroparks issued a request for proposal (RFP) requesting a three (3) year consulting proposal (with the option to renew for up to three (3) years at the sole discretion of Cleveland Metroparks) to provide the following services:

- Provide claims data and analytics to drive cost savings
- Advise Human Resources staff regarding benefits plans and compliance issues
- Wellness plan design, recommendations and implementation support
- Manage group insurance RFP processes
- Resolve provider issues, including claims and contractual issues
- Additional duties related to management of employee benefits plans

Proposals were received from five (5) recognized consulting firms, including: 1) Taylor Oswald, LLC, 2) Millstone Benefits Agency, 3) Arthur J. Gallagher & Co., 4) Findley, and 5) Willis Towers Watson.

The following is a summary of the proposals received by Cleveland Metroparks (displayed amount includes items proposed as “buy-up” services that would likely be included in total cost):

Company	Year 1	Year 2	Year 3	Total
Taylor Oswald, LLC*	\$49,500	\$49,500	\$49,500	\$148,500
Millstone Benefits Agency	\$62,480	\$62,480	\$62,480	\$187,440
Arthur J. Gallagher & Co.	\$80,500	\$80,500	\$80,500	\$241,500
Findley	\$84,000	\$84,000	\$84,000	\$252,000
Willis Towers Watson	\$108,000	\$108,000	\$108,000	\$324,000

*three (3) year renewal rate-capped at 3% increase

Considering the high-level of service that Taylor Oswald has provided to Cleveland Metroparks over the past seven (7) years and the competitive nature of their proposal for the next three (3) years, Human Resources has determined Taylor Oswald’s proposal to be the lowest and best.

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RECOMMENDED ACTION:

That the Board authorize the Chief Executive Officer to enter into an agreement, in a form approved by the Chief Legal & Ethics Officer, between Cleveland Metroparks and **Taylor Oswald, LLC, in an amount not to exceed \$148,500** for its lowest and best proposal, as summarized above and maintained in the proposal file for RFP #6493, for the Employee Benefits Consulting Services for a three (3) year term beginning May 1, 2020 through April 30, 2023, with an option to renew for up to three (3) additional years (for a renewal amount not to exceed \$152,955).