

Amendment to HR0191

The parties agree to amend the Agreement as follows:

This is an Amendment to the Agreement between Ramsey County, a political subdivision of the State of Minnesota, on behalf of Human Resources, 121 7th Place East, Suite ~~2100~~, 4000, Saint Paul, MN 55101 ("County") and Deloitte Consulting LLP, 4022 Sells Drive, Hermitage, TN 37076, registered as a Partnership in the State of Minnesota ("Contractor").

In this Amendment, deleted terms will be struck out and added terms will be underlined and bolded, except where described otherwise.

The parties agree to amend the Agreement as follows:

Revision 1, Term section 1.1 is amended as follows:

1.1.

The original term of this Agreement shall be from October 12, 2021 through ~~July 09, 2024~~ October 11, 2026, and may not be renewed.

The full term of this agreement (including renewals) is 5 years(s), 0 months(s) and 0 day(s).

Revision 2, Section 2, Scope of Services, is amended as follows:

2.1

The Contractor shall provide general employee and retiree benefits consulting advisory services as requested by the County in Request for Proposal HR0000002031 issued on February 13, 2019 and contractor's response dated March 7, 2019 and April 25, 2019. The County reserves the right to request additional services as identified in the County's Request for Proposals and/or as proposed in the Contractors response, with rates in accordance with the hourly rates listed in Section 4.2 and not to exceed a contract maximum of \$1,050,000.00 ~~400,000~~ for the life of the agreement.

All services will include advice and recommendations, but the Contractor will not make any decisions on behalf of the County in connection with the implementation of such advice and recommendations. All deliverables will be provided in English.

Services shall include but not be limited to:

- Assisting County with efforts to comply with federal, state and local regulations governing employee benefit obligations
- Making recommendations and supporting the implementation of benefit programming that will enhance the County's ability to attract and retain employees consistent with the feedback in the 2017 comprehensive assessment
- Providing on-going consultation on any new developments in employee benefit law that may impact the County's benefit programming. Note: Contractor cannot and will not provide legal advice, and obtaining applicable legal advice is the sole responsibility of the County

- Assisting the County in defining and documenting a benefits strategy to include both short and long-term goals
- Identifying analytical tools and measures to be used to describe the overall health of the employee population, identify disease or wellness trends, improve the focus and execution of wellness initiatives and facilitate more accurate budgeting and forecasting
- Providing actuarial analysis beyond the recommendations of the contracted health, life or disability carriers when evaluating benefit plan design alternatives and budgeting recommendations
- Meeting with various management and labor groups as needed on relevant benefit related topics
- Assist with drafting and evaluation of Request for Proposals for employee insurance programs

The following services are anticipated to occur during the course of this contract and will be provided at the hourly rates listed in section 4.2 or as modified through the life of the:

- Complete annual reviews of the County's medical insurance renewal from the County's insurance provider to confirm acceptable premium pricing for the quoted plans and to make any recommendations for alternative plans or plan design changes based on the County's claims experience.
- Include a high-level analysis for potential cost savings if the County were to implement a self-funded arrangement for medical and/or dental coverages based on renewal information presented by the County's insurance provider.
- On an annual basis, review the County's medical insurance plan offerings for its Retiree population and advise whether there are other plan options that may better serve the County in meeting this insurance obligation.
- Provide a Rewards Optimization analysis that includes the following service options
 - Workforce Insights Survey (Not-to-Exceed \$25,000)
 - Gap Analysis (includes the Insights Survey with a Not-to-Exceed of \$45,000)
 - Rewards Optimization (includes the Insights Survey with a Not-to-Exceed of \$105,000)
 - A combination of Rewards Optimization and Gap Analysis (Not-to-Exceed \$150,000)
 - As an alternative to the Optimization analysis above, provide a low-cost Rewards Optimization Analysis consisting of focus groups and recommendations (Not-to-Exceed \$30,000).
- **Complete benefit plan Request for Proposals, initial self-insurance work assessment, and rate development, if applicable, and other consulting for (Not-to-Exceed \$200,000).**
- **Traditional services for FY2024-FY2026 for \$65,000/year which includes plan experience monitoring, vendor negotiations, plan design strategy and change, and employee contribution consulting (Not-to-Exceed \$195,000).**
- **Additional services due to self-insurance for \$35,000/year which includes development for each plan year of the premium equivalent rates per plan option and development of estimated incurred but not reported (IBNR) claims liabilities needed for financial purposes (Not-to-exceed \$105,000).**
- **Rewards Optimization budget which includes a combination of Rewards Optimization and Gap Analysis (Not-to-exceed \$150,000).**

Revision 3, Section 4, Cost, is amended as follows:

4.1

The County shall pay the Contractor a not to exceed amount of \$ ~~400,000.00~~ \$1,050,000.00 over the life of the contract according to the agreed to rates

Except as modified herein, the terms of the Agreement shall remain in full force and effect.