
Sponsor: Human Resources

Meeting Date: 10/12/2021

Title: Single Source Agreement with Deloitte Consulting LLP for
Employee and Retiree Benefit Consulting Services

File Number: 2021-518

Background and Rationale:

The county issued a Request for Proposals in February 2019 for employee and retiree benefit consulting services. From that evaluation process, a recommendation was made in July 2019 by Human Resources to enter into a 5-year agreement with Deloitte Consulting for those services. The original terms of the agreement with Deloitte Consulting provided an initial two-year term with the ability to renew the agreement for 3 additional twelve-month periods. However, due to an error in the tracking of that initial two-year term the ability to renew the agreement for the twelve-month period beginning July 2021 did not occur as required. Human Resources is requesting approval to enter into a new single source agreement with Deloitte Consulting to complete the original 5-year term.

Deloitte Consulting has over 20 years of continuous experience in providing benefits consulting services to Ramsey County. In early 2020, work had begun with Deloitte Consulting to engage county employees in a series of surveys to help develop a longer-term employee benefits strategy. Unfortunately, the impact of COVID resulted in a postponement of those surveys. Human Resources is hopeful to resume employee engagement work with Deloitte's assistance in late 2021 or early 2022. Deloitte Consulting has also provided an increasing presence in the county's Labor Management Committee on Insurance process, offering assistance to help committee members to better understand insurance options and market trends.

Deloitte Consulting has proposed to keep its hourly consulting rates for the first 12-months of this new agreement, as it was for the first two years of the original July 2019 agreement.

Recommendation:

The Ramsey County Board of Commissioners resolved to:

1. Approve the Single Source Agreement with Deloitte Consulting LLP, 4022 Sells Drive, Hermitage, TN 37076, for employee and retiree benefits consulting services for the period October 12, 2021 through July 9, 2024 at a cost not to exceed \$400,000
2. Authorize the Chair and Chief Clerk to execute the agreement.

A motion to approve was made by Commissioner Ortega, seconded by Commissioner McGuire.
Motion passed.

Aye: - 6: Carter, Frethem, MatasCastillo, McGuire, Ortega, and Reinhardt

Absent: - 1: McDonough

By: 

Mee Cheng, Chief Clerk - County Board