



Pinellas County

Staff Report

File #: 21-1522A, Version: 1

Subject:

Second Amendment to the Agreement with Willis Towers Watson US LLC for benefits consulting services.

Recommended Action:

Approval of the Second Amendment to the Agreement with Willis Towers Watson US LLC (WTW) for employee benefits consulting services.

- This agreement provides expert consulting services pertaining to County benefit fund expenditures and on-going health and welfare consulting services for employee and retiree group medical plans.
- The Second Amendment provides services by WTW acting as the liaison between vendors and the County for voluntary benefits services offered to County employees. The First Amendment is deleted in its entirety and is replaced by this Second Amendment as the Board of County Commissioners as expressed in the agreement, must approve the agreement and all future amendments.
- The implementation process shall be completed by January 1, 2022 and shall continue through the current term of the contract of December 31, 2024.
- The agreement for employee benefits consulting services was approved by the Board of County Commissioners on May 21, 2019. The First Amendment was approved by the County Administrator on July 26, 2021.

Contract No. 178-0396-P(LN) in an annual amount of \$291,000.00 and a not-to-exceed total amount of \$1,455,000.00. Authorize the Chairman to sign and the Clerk of the Circuit Court to attest.

Strategic Plan:

Create a Quality Workforce in a Positive, Supportive Organization

1.3 Make workforce safety and wellness a priority

1.4 Maintain a fair and competitive compensation package

Summary:

The purpose of the amendment is to provide voluntary benefit services to County employees. WTW will act as the liaison between the contractors and County administration for voluntary benefit services offered to County employees. As compensation for these services, WTW will be paid solely by commissions paid by contractors that the County has WTW purchase to offer to its employees.

Background Information:

The County offers a comprehensive core employee benefit program including hospitalization, major medical, prescription drug, vision, dental, employee assistance (EAP), disability and life insurance.

The contract for employee benefits consulting services was approved by the Board on May 21, 2019

in the amount of \$1,375,000.00. The First Amendment was approved by the County Administrator on July 28, 2021 increasing the contract \$80,000.00. This Second Amendment is to terminate and replace the First Amendment. The Second Amendment allows WTW to be paid solely by commissions paid by contractors that the County has WTW purchase to offer to its employees.

Fiscal Impact:

Original approved estimated expenditure not to exceed: \$1,375,000.00.

WTW will be paid solely by commissions paid by contractors that the County has WTW purchase to offer to its employees.

Staff Member Responsible:

Kimberly Crum, Director, Human Resources

Merry Celeste, Purchasing and Risk Management Division Director, Administrative Services

Joe Lauro, Director, Administrative Services

Partners:

N/A

Attachments:

Second Amendment