



# Pinellas County

## Staff Report

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File #: 24-0229A, Version: 1

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### **Subject:**

Agreement with Gallagher Benefit Services Inc. for employee benefits consulting services.

### **Recommended Action:**

Approval of the award, as requested by the Human Resources Department (Human Resources), with Gallagher Benefit Services Inc. (Gallagher) for employee benefits consulting services.

- Human Resources recommends award to Gallagher to provide consulting services associated with benefit programs and ongoing health and welfare services for employee and retiree group medical plans.
- The initial term of the agreement is for a period of five-years, with a total not to exceed expenditure of \$1,788,535.97.
- Project Based Services outlined in the payment schedule are optional and may be requested in the future. Funding for these projects will be added to the contract via amendment if needed.
- This serves to replace the current employee benefits consulting services contract that will be terminated early for convenience; the current contract no. 178-0396-P with Willis Towers Watson US LLC was set to expire on May 20, 2024.
- A request for negotiations was advertised from December 1, 2023, to December 21, 2023, with notification to numerous firms; two submittals were received with recommendation to commence negotiations with Gallagher.
- Appropriations of \$335,000.00 for this contract are included in the Fiscal Year 2024 adopted Budget for the Human Resources Employee Health Benefits fund.

Contract No. 24-0177-ITN in an annual expenditure of \$357,707.19 for a sixty-month expenditure not to exceed \$1,788,535.97; 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 a workforce safety and wellness a priority

1.4 Maintain a fair and competitive compensation package

### **Summary:**

The purpose of the contract is to provide expert consulting services pertaining to County benefit fund expenditures and to provide on-going health and welfare consulting services for employee and retiree group medical plans. The services provided by Willis enable the County to stay abreast of best practices, make the most responsible decisions for the welfare of our employees and offer stewardship of Total Rewards portfolios for attraction, retention, and engagement.

### **Background Information:**

A request for negotiation was advertised from December 1, 2023, to December 21, 2023, with notification to numerous firms via OpenGov Procurement. Two submittals were received with recommendation to commence negotiations with Gallagher.

This contract serves as a replacement to the current employee benefits consulting services contract 178-0396-P with Willis which expires May 20, 2024.

**Fiscal Impact:**

Sixty (60)-month expenditure not to exceed:     \$1,788,535.97  
Annual expenditure not to exceed:                     \$ 357,707.19

Funds are derived from the Human Resource Employee Benefits Fund.

**Staff Member Responsible:**

Peggy Rowe, Director, Human Resources  
Merry Celeste, Division Director, Purchasing & Risk, Administrative Services  
Joe Lauro, Director, Administrative Services

**Partners:**

N/A

**Attachments:**

Agreement