

BOT Meeting:	August 13, 2018
Solicitation No.:	RFP 18-076LB
References:	Scalable Systems
Description:	<p>Benefits Management Consulting Services for Fort Bend ISD:</p> <p><u>Recommendation</u></p> <p>The Administration is seeking Board approval for benefits management consulting services with Gallagher Benefits, and authorization for the Superintendent to negotiate and execute the contracts and subsequent renewals through August 2023.</p> <p><u>Summary</u></p> <p>A Benefits Management Consultant provides strategic services that assist in designing, implementing and managing a cost effective benefits program. The vendor will accomplish this by providing:</p> <ul style="list-style-type: none"> • Customized strategies to assist in controlling claims cost • Expertise in data analysis and forecasting • Assistance with employee education, especially around open enrollment season • Compliance and risk management <p>On May 28, 2018, Fort Bend ISD issued Request for Proposal 18-076LB for Benefits Management Consulting Services. We received responses from four consultant medical vendors: Marsh & McLennan Agency (incumbent), Gallagher Benefits, HUB International, and Crowder HR Consulting Firm.</p> <p>Representatives from the Benefits Team, including one Benefits Specialist and two Benefit Coordinators, volunteered to serve on the committee to assist with RFP evaluation. The committee also included the Director of Payroll and Benefits, the Executive Director of Finance and the Senior Benefits Coordinator.</p> <p>Vendors were evaluated based upon the anticipated cost to the District, reputation, quality of programs offered, extent to which the programs met the District's needs, and strength of the management team.</p> <p>After a comprehensive evaluation of the proposals, the Evaluation Team recommends Gallagher Benefits as the Fort Bend ISD Benefit Management Consultant. The recommendation to partner with Gallagher Benefits for Benefit Management Consultant Services was based on their ability to provide high quality services, their experience with public sector entities (extensive benchmark data for other ISDs), their ability to provide comprehensive customer service, and their outstanding reputation in the industry. Based on</p>

these factors, Gallagher Benefits best meets the needs of the District.

Background

Gallagher Benefits will perform all the services quoted below at no direct cost to Fort Bend ISD. In exchange for these services, Gallagher Benefits will be named Agent of Record on all products and collect standard commissions on the NON-FBISD paid (voluntary) products and any applicable overrides.

Service #	Service	Cost
A	Development*	Included
B	Implementation*	Included
C	Recommendation/Placement*	Included
D	Administration*	Included
E	Other Projects*	Included
Value Added Service	Annual Comprehensive Texas ISD Benchmark Report	Included
Value Added Service	Enrollment Service	Included
Value Added Service	Development of Communication Material	Included
Value Added Service	Unlimited Compliance Support	Included
Value Added Service	Annual Compliance Audit	Included
Value Added Service	3 Year Fee Guarantee	Included
Value Added Service	Annual Texas ISD Benchmark Survey	Included
	*as defined in the RFP	Included

Requested By: Steven Bassett, Chief Financial Officer
Kermit Spears, Chief Human Resources Officer

Vendor: Gallagher Benefits

Budget Sources: Health Fund

Amount: No direct cost to Fort Bend ISD

Other Supporting Information

Sole Source: No

Number of vendors contacted by Purchasing: N/A

Number of vendors contacted by FBISD Notification System: 3130

Number of vendors downloaded the solicitation: 134

Number of responses received: 4

Number of “no bid” responses received: 0

Length of commitment: Through August 2023

Last solicitation date: N/A

Supporting documents: N/A

Disclosure under Board Policy CH, CV, or DBD (Local):	None
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Evaluation Summary

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Benefits Management Consulting Services for Fort Bend ISD

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Vendor	Cost of Services (10 pts. max)	Reputation of the firm and of the firm's services (15 pts. max)	Overall quality of the firm's services (15 pts. Max)	Extent to which the firm's services personnel, experience and proposal meet the needs of Fort Bend ISD (15 pts. Max)	The firm's ability to create a program that provides benefit to Fort Bend ISD (20 pts. Max)	The firm's past relationship with Fort Bend ISD or other similarly sized districts or other government entities (20 pts. Max)	Firm's principal place of business is in the state of Texas, or employs 500 people in this state. (0 pts. Max)	Ability to provide proper insurance as disclosed in this RFP (5 pts. Max)	Proposer's Total Score (100 pts. Max)	Proposer's Ranking
Gallagher Benefits	10.0	15.0	13.3	13.0	17.8	17.8	N/A	5.0	92.0	1
Marsh and McLennan Agency	10.0	15.0	12.2	10.7	14.3	14.2	N/A	5.0	81.3	2
HUB International	1.0	15.0	7.8	7.5	8.7	9.8	N/A	0.0	49.8	3
Crowder HR Consulting	No Bid	9.9	2.2	1.8	1.7	1.2	N/A	0.0	16.7	4

*The Gallagher Agency and Marsh and McLennan Agency derive their compensation in commission directly from the vendors FBISD uses, without any accounting on FBISD part.

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Evaluation criteria: Proposal shall be evaluated using the evaluation criteria listed below. Fort Bend ISD reserves the right to award contract as best meets the District’s needs such as per section, groups, or all.

	Evaluation Criteria	Point System
1	Cost of Services	10 points
2	Reputation of the firm and of the firm’s services. Firm should show a high level of customer service, a high level of quality of services. References have a deadline and are contacted via e-mail. If we do not receive a response by the deadline, there will be points deducted in this section.	15 points
3	Overall quality of the firm and their personnel.	15 points
4	Extent to which the firm’s services, personnel, experience and proposal meet the needs of fort Bend ISD.	15 points
5	The firm’s ability to create a program that provides benefit to Fort Bend ISD.	20 points
6	The firm’s past relationship with Fort Bend ISD, other similarly sized districts, or other government entities.	20 points
7	Whether the firm’s principal place of business is in the state of Texas, or alternately, whether the firm employs 500 people in this state.	0 points
8	Ability to provide proper insurance as disclosed in this RFP.	5 points
	TOTAL	100 Points

The Evaluation Committee will review statements of qualifications and reserves the right to create a short list of firms based on factors listed above. Interviews may be scheduled with short listed firms. The District reserves the right to use the same weight factors for interviews as listed above OR adapt new factors. If adapting new factors, such factors will be made public to the short listed firms prior to the scheduled interviews.