


INDIAN RIVER COUNTY
MEMORANDUM

To: Jason Brown
County Administrator

From: Suzanne Boyll 
Human Resources Director

Date: August 31, 2022

Subject: Employee Benefits Consultant/Broker/Actuary Services – Approval of Service Agreement with Lockton Companies LLC effective October 1, 2022 (RFP 2022043)

Background

Indian River County solicited proposals for healthcare benefits consulting/broker/actuary services on March 3, 2022. DemandStar broadcast to two hundred and twenty-six (226) companies and eleven (11) companies downloaded the RFP documents. Three (3) companies submitted proposals by the April 1, 2022 deadline.

Lockton Companies, LLC (incumbent)
Mercer
Risk Management and Associates

A Selection Review Committee (Committee) comprised of Director of Management and Budget Kristin Daniels, Human Resources Generalist Sheila O’Sullivan, and Human Resources Director Suzanne Boyll independently reviewed the proposals, individually ranked the proposals and convened to discuss the rankings on June 17, 2022. The final ranking developed by the committee was:

- 1) Lockton Companies, LLC
- 2) Risk Management and Associates
- 3) Mercer

The Committee requested clarification from Lockton Companies, LLC related to compensation options and met to review the provided information on June 30, 2022. At this meeting, the Selection Review Committee unanimously recommended Lockton Companies, LLC continue as the County’s Benefits Consultant/Broker/Actuary for the County’s employee benefits program under the existing compensation structure of \$89,000 net of commissions to be paid quarterly, with additional commissions earned on life insurance and disability benefits for an estimated annual compensation of \$130,000 per year. Lockton will include an annual compensation disclosure reflecting any commissions received.

Staff has been pleased with the services provided by Lockton Companies LLC since October 1, 2017. Lockton has been responsive in assisting the County with management of employee benefits program and identifying cost savings opportunities.

Funding

Consultant/Broker Compensation of \$89,000 annually is budgeted and available in the Employee Health/Health Insurance/Other Professional Services account, number 50412719-033190.

Account Name	Account Number	Amount
Employee Health/Health Insurance/Other Professional Services	50412719-033190	\$89,000

Recommendations:

Staff recommends and respectfully requests the Board of County Commissioners award RFP 2022043 to Lockton Companies, LLC, approve the Services Agreement with Lockton Companies LLC effective October 1, 2022 through September 30, 2027, and authorize the chair to execute the agreement upon review and approval by the County Attorney as to form and legal sufficiency.

Attachments:

Lockton Service Agreement and Compensation Disclosure