



# Lackawanna County

COUNTY COMMISSIONERS  
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Laureen A. Cummings

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*Commissioners*

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## REQUEST FOR QUALIFICATIONS: HEALTH AND BENEFITS CONSULTANT

The deadline for the Request for Qualifications: Health and Benefits Consultant deadline has been extended to April 7, 2016 at a time no later than 4:30PM.

**LACKAWANNA COUNTY BOARD OF COMMISSIONERS**

**REQUEST FOR QUALIFICATIONS**

**HEALTH AND BENEFITS CONSULTANT SERVICES**

NOTICE IS HEREBY GIVEN that pursuant to a fair and open process, sealed submissions will be received by the County of Lackawanna (the "County") Board of Commissioners ("Board of Commissioners") at its offices at 200 Adams Avenue, 6<sup>th</sup> floor, Scranton, Pennsylvania 18503, on Tuesday, March 31, 2016 at 4:30 P.M., for professional Health and Benefits Consultant Services.

A. PURPOSE: The purpose of this Request for Qualifications is to solicit interest from qualified firms and/or individuals to provide professional services for the County. A qualified firm and/or individual will be selected through a competitive, quality-based, fair and open process at the sole discretion of the County.

B. PROCEDURES FOR RESPONDING TO REQUEST FOR QUALIFICATIONS:

1. Five (5) copies of the submission, inclusive of all information required by Section D hereof, should be provided. Qualifications must be submitted to the Board of Commissioners, c/o Andrew Wallace, 200 Adams Avenue, 6<sup>th</sup> Floor, Scranton, Pennsylvania 18503. Submissions must be submitted in a sealed envelope with the name of the firm or individual submitting the qualifications clearly marked on the outside of the envelope. It is recommended that each submission package be hand-delivered. The County assumes no responsibility for delays in any form of carrier, mail, or delivery service causing the submission to be received after the above-referenced due date and time. Submission by fax, telephone, or email is not permitted. The final selection shall be made in the sole discretion of the Board of Commissioners.

2. All questions regarding this Request for Qualifications should be made in writing to the Board of Commissioners, c/o Andrew Wallace, 200 Adams Avenue, 6<sup>th</sup> Floor, Scranton, Pennsylvania 18503; [wallacea@lackawannacounty.org](mailto:wallacea@lackawannacounty.org)

C. CRITERIA FOR EVALUATION OF QUALIFICATIONS: The Board of Commissioners will independently evaluate each submission and selection will be made upon the following criteria:

1. Experience and reputation in the field;
2. Knowledge of the subject matter of the services to be provided to the County;
3. Knowledge of the County, its affairs and operations;
4. Availability to accommodate any requests for attendance at meetings of the County;
5. Other factors determined to be in best interest of the County.

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D. QUALIFICATION REQUIREMENTS: The Board of Commissioners is requesting qualifications for Human Resources Contractor, which should include:

1. Scope of Services;
2. Resume(s);
3. Facilities - Office Locations;
4. Conflict of Interest.

The following explains what the Board of Commissioners expects in each of the major sections:

1. Scope of Services -
  - a. Conduct market analysis for rates, fees and coverage for current insurance plans. Make recommendations and set action plans for upcoming renewals. Review the risk and market trends that will impact these plans.
  - b. Work as a liaison with new suppliers of coverage by developing communication and implementation plans.
  - c. Calculate and recommend employee contribution rates, provide equivalent monthly premiums and monthly COBRA rate calculations for Medical, RX, Dental and Vision for the upcoming year, by September 30<sup>th</sup>.
  - d. Negotiate renewal options with current carriers.
  - e. Review monthly claims summary analysis (including complete review of all self-funded coverage).
  - f. Provide Open Enrollment support.
  - g. Quarterly meetings on performance of plans.
  - h. Market Stop Loss coverage.
  - i. Provide Legislative and Compliance updates on a timely basis.
  - j. Provide support in addressing client questions/issues.
  - k. Assistance in establishing an Employee Assistance Program (EAP).
2. Resume - All resumes submitted to the County shall include the following:
  - a. Name and address of your firm and the corporate officer authorized to execute agreements;
  - b. A brief description of your firm's history, ownership, organizational structure, location of its management, and licenses to do business in the Commonwealth of Pennsylvania;
  - c. The names, experience, qualifications, and applicable licenses held by the individuals primarily responsible for servicing the County and any other person(s),

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whether as employees or subcontractors, with specialized skills that would be assigned to service the County. Please include any prior work performed for the County by any of the individuals;

- d. A listing of local governmental clients with which you have similar contracts; include the name, address and telephone number of the contact person;
- e. A statement of your firm's insurance coverage. Firms must provide an insurance certificate specific to the County in responding to this RFQ;
- f. A statement of assurance to the effect that your firm is not currently in violation of any regulatory rules and regulations that may have any impact on your firm's operations.

#### **3. Facilities - Office Locations**

- a. For your firm's facilities which will service this project: i. The location; ii. Firm Personnel assigned to this location; and iii. Activities of the firm performed at this location.
- b. For those facilities and activities located elsewhere, please explain the activities performed elsewhere and why these are best performed at a different office. Firms where all activities are performed at one location should clearly indicate there is only one location.

E. COMMUNICATION WITH COUNTY OFFICIALS: All communications during this process should be directed to the Office of the Lackawanna County Chief of Staff. Any firm that makes any effort to communicate with any other official of Lackawanna County, either directly or indirectly, during this process will be EXCLUDED from consideration.

F. RESERVATION OF RIGHTS: The Board of Commissioners reserves the right to reject any and all submissions, in whole or in part, and to waive any immaterial defect or informality in any proposal as may be permitted by law.

G. SELECTED CANDIDATE: Please be advised that the selected candidate will not be entitled to collect/receive commissions from any/all healthcare vendors who work in relationship with Lackawanna County.