



**HUMAN RESOURCES AND  
DEVELOPMENT  
COUNTY OF TULARE  
AGENDA ITEM**

**BOARD OF SUPERVISORS**

ALLEN ISHIDA  
District One

PETE VANDER POEL  
District Two

PHILLIP A. COX  
District Three

J. STEVEN WORTHLEY  
District Four

MIKE ENNIS  
District Five

**AGENDA DATE:** June 21, 2011

Public Hearing Required	Yes <input type="checkbox"/>	No <input type="checkbox"/>	N/A <input checked="" type="checkbox"/>
Scheduled Public Hearing w/Clerk	Yes <input type="checkbox"/>	No <input type="checkbox"/>	N/A <input checked="" type="checkbox"/>
Published Notice Required	Yes <input type="checkbox"/>	No <input type="checkbox"/>	N/A <input checked="" type="checkbox"/>
Advertised Published Notice	Yes <input type="checkbox"/>	No <input type="checkbox"/>	N/A <input checked="" type="checkbox"/>
Meet & Confer Required	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	N/A <input type="checkbox"/>
Electronic file(s) has been sent	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	N/A <input type="checkbox"/>
Budget Transfer (Aud 308) attached	Yes <input type="checkbox"/>	No <input type="checkbox"/>	N/A <input checked="" type="checkbox"/>
Personnel Resolution attached	Yes <input type="checkbox"/>	No <input type="checkbox"/>	N/A <input checked="" type="checkbox"/>
Resolution, Ordinance or Agreements are attached and signature line for Chairman is marked with tab(s)/flag(s) Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> N/A <input type="checkbox"/>			

CONTACT PERSON: Rhonda Sjostrom PHONE: 636-4900

**SUBJECT:** Approval of one year extension of benefits consultant agreement

**REQUEST(S):**

That the Board of Supervisors:

1. Approve a one-year extension with Gallagher Benefit Services, Inc. to provide benefits consulting services related to the selection of various benefits plans offered to County and Special District employees, Retirees, and eligible dependents for the term of July 1, 2011 through June 30, 2012.
2. Reserve the right to issue an RFP for benefit consulting services either during the term of this contract or in-lieu-of renegotiation of a new contract for FY 2012-2013 if it is determined that it would be in the County's best interest to do so.
3. Authorize the Chairman of the Board to sign three (3) copies of the Agreement.

**SUMMARY:**

Tulare County relies on the services of a benefits consultant to assist in the solicitation of benefits proposals, selection of vendors, and negotiation of rates for various benefit plans offered to County and Special District employees, Retirees, and their eligible dependents.

On May 23, 2006, the Board of Supervisors authorized retention of Gallagher Benefit Services (GBS), located in Fresno to serve as the County's health benefits consultant. The Board renewed that contract on August 11, 2009 and again on

**SUBJECT:** RATIFICATION AND AMENDMENT OF BENEFITS CONSULTANT  
**DATE:** AGREEMENT  
JUNE 21, 2011

December 14, 2010.

We recommend your Board approve an extension of the contract with GBS for services to Tulare County for one-year, July 1, 2011 through June 30, 2012, while reserving the right to issue an RFP for benefit consulting services either during the term of this contract or in-lieu-of renegotiation of a new contract for FY 2012-13, if it is determined that it would be in the County's best interest to do so.

**FISCAL IMPACT/FINANCING:**

Consultant contract fee would remain at \$4,583 per month for the term of the contract. The Human Resources and Development Department's proposed 2011-2012 Budget includes funding for this purpose.

**LINKAGE TO THE COUNTY OF TULARE STRATEGIC BUSINESS PLAN:**

Strategic Initiative 4: Organizational Performance calls for the County to promote an organization that continuously improves effectiveness and demonstrates the value of its employees in fulfilling the County mission.

**ALTERNATIVES:**

1. Eliminate benefit consulting services.
2. Approve the contract and proceed to give 90 notice and prepare an RFP for a successor consultant.

**INVOLVEMENT OF OTHER DEPARTMENTS OR AGENCIES:**

Auditor, Purchasing, County Counsel, CAO

**ADMINISTRATIVE SIGN-OFF:**

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Rhonda Sjostrom  
Interim Human Resources Director

Cc: Auditor/Controller  
County Counsel  
County Administrative Office (3)  
Purchasing

**BEFORE THE BOARD OF SUPERVISORS  
COUNTY OF TULARE, STATE OF CALIFORNIA**

IN THE MATTER OF APPROVAL  
OF ONE-YEAR EXTENSION OF  
BENEFITS CONSULTANT  
AGREEMENT

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)

RESOLUTION NO. \_\_\_\_\_  
AGREEMENT NO. \_\_\_\_\_

UPON MOTION OF SUPERVISOR \_\_\_\_\_, SECONDED BY  
SUPERVISOR \_\_\_\_\_, THE FOLLOWING WAS ADOPTED BY THE  
BOARD OF SUPERVISORS, AT AN OFFICIAL MEETING HELD JUNE 21, 2011  
FOLLOWING VOTE:

AYES:  
NOES:  
ABSTAIN:  
ABSENT:

ATTEST: JEAN M. ROUSSEAU  
COUNTY ADMINISTRATIVE OFFICER/  
CLERK, BOARD OF SUPERVISORS

BY: \_\_\_\_\_  
Deputy Clerk

\* \* \* \* \*

That the Board of Supervisors:

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2. Reserved the right to issue an RFP for benefit consulting services either during the term of this contract or in-lieu-of renegotiation of a new contract for FY 2012-2013 if it is determined that it would be in the County's best interest to do so.
3. Authorized the Chairman of the Board to sign three (3) copies of the Agreement.