

Cleveland Public Library

Human Resources Committee  
May 21, 2009

RESOLUTION TO APPROVE HEALTH CARE CONSULTANT

- WHEREAS, The Library is required by its labor contracts and Human Resources Manual to provide health insurance, and
- WHEREAS, The Library believes it is prudent to retain experts in the insurance field to help the Library evaluate and negotiate competitive pricing and benchmarking with current health, life and short term disability insurance providers, and
- WHEREAS, The Library has benefited from lower insurance rates due to the actuarial services and negotiation skills of Herbruck Alder, and
- WHEREAS, The Library Administration recommends that the services of Herbruck Alder be engaged for a third year, beginning May 1, 2009 through April 30, 2010 to provide consulting including the negotiation of current health plan renewals and to provide actuarial services for benchmarking purposes including evaluation of health plans at time of renewal and mid-year; and to provide customer service support and provide support for insurance issues in upcoming labor negotiations for a fee of \$39,000 for a one year contract with a fixed price renewal option, and
- RESOLVED, That the Director be authorized to sign the agreement with the expenditures being charged to General Fund Account 53710: Professional Services.

RECEIVED APR 29 2009

# HERBRUCK ALDER

COMMITTED • CREATIVE

April 28, 2009

Ms. Sharon Tufts  
Human Resources Director  
Cleveland Public Library  
6901 Superior Avenue  
Cleveland, OH 44103

Re: Consulting Proposal

Dear Sharon,

It has continued to be our pleasure and privilege to work with you, Larry and other members of the Cleveland Public Library over the past few years. As we discussed at our last meeting, we are providing an updated proposal which will cover the period of May 1<sup>st</sup>, 2009 through April 30<sup>th</sup>, 2010 for Board approval.

Over the past year we have provided plan level consulting to the Cleveland Public Library which included the following services:

- Renewal evaluation and negotiation with current health plan carriers to provide competitive pricing and benchmarking
- Written recommendations on final plan design and pricing
- Coordination with carriers regarding plan design changes
- Assisted with the development of employee communications
- Labor Management Committee meetings and education
- Health Fair planning and execution
- Health Fair Survey development

*Actuarial services from Milliman with Herbruck Alder delivery, review and commentary included the following reports:*

- Mid-year Evaluation of the Health Plans (in progress)
- Comprehensive Assessment of Health Plans (CAHP) Benchmarking Report (in progress)
- Renewal evaluation of Health Plans

*Customer service support:*

- Customer service representatives as a single point of contact
- One dedicated phone line for the Cleveland Public Library

- Liaison for the Cleveland Public Library employees and benefit carriers for resolution of claim questions and claim disputes
- Meetings with management and employees to review benefit coverages, discuss claim issues and provide additional benefit education, communication or clarification as needed

We would recommend that we continue with the same benefit services that have been provided over the past year for the same \$39,000 fee. In addition, we are providing services to help coordinate the health fair survey data analysis and health fair planning at no additional cost.

Thank you for giving Herbruck Alder the opportunity to be of continuing service to you and the Cleveland Public Library. If you have any questions or require further information please let me know.

Sincerely,



Kathleen M. Mangus  
HA Consulting Practice Leader  
Herbruck Alder  
1100 Superior Ave., Suite 1700  
Cleveland, OH 44114  
216-623-2600

cc, ~~Holly~~ Holly Carroll  
Mark A. Alder  
Mark Nolan

Accepted by: \_\_\_\_\_ Date: \_\_\_\_\_

Title: \_\_\_\_\_