



AGENDA
CUYAHOGA COUNTY HUMAN RESOURCES, APPOINTMENTS & EQUITY
COMMITTEE MEETING
TUESDAY, MAY 19, 2015
CUYAHOGA COUNTY ADMINISTRATIVE HEADQUARTERS
C. ELLEN CONNALLY COUNCIL CHAMBERS – 4TH FLOOR
10:00 AM

- 1. CALL TO ORDER**
- 2. ROLL CALL**
- 3. PUBLIC COMMENT RELATED TO THE AGENDA**
- 4. APPROVAL OF MINUTES FROM THE MAY 5, 2015 MEETING**
- 5. MATTERS REFERRED TO COMMITTEE**
 - a) R2015-0094: A Resolution authorizing an amendment to Contract No. CE1200487-01 with Employee Benefits International, Inc. for professional healthcare consultant services for the period 8/1/2012 - 7/31/2015 to extend the time period to 7/31/2018 and for additional funds in the amount not-to-exceed \$823,375.00; authorizing the County Executive to execute the amendment and all other documents consistent with this Resolution; and declaring the necessity that this Resolution become immediately effective.
 - b) R2015-0095: A Resolution amending Resolution No. R2014-0259 dated 12/9/2014, which made an award on RQ30390 to Medical Mutual of Ohio for the period 1/1/2015 - 12/31/2017, by changing the amount not-to-exceed from \$116,156,022.00 to \$141,636,022.00 to include (a) \$116,156,022.00 for group healthcare benefits including medical and pharmacy benefit management services for County employees and their eligible dependents; and (b) \$25,480,000.00 for group healthcare

benefits including medical and pharmacy benefit management services for Cuyahoga County Benefits Regionalization Program participants' employees and their eligible dependents; authorizing the County Executive to execute all documents consistent with this Resolution; and declaring the necessity that this Resolution become immediately effective.

6. MISCELLANEOUS BUSINESS

7. OTHER PUBLIC COMMENT

8. ADJOURNMENT

**Complimentary parking for the public is available in the attached garage at 900 Prospect. A skywalk extends from the garage to provide additional entry to the Council Chambers from the 5th floor parking level of the garage. Please see the Clerk to obtain a complimentary parking pass.*

***Council Chambers is equipped with a hearing assistance system. If needed, please see the Clerk to obtain a receiver.*



MINUTES

CUYAHOGA COUNTY HUMAN RESOURCES, APPOINTMENTS & EQUITY
COMMITTEE MEETING
TUESDAY, MAY 5, 2015
CUYAHOGA COUNTY ADMINISTRATIVE HEADQUARTERS
C. ELLEN CONNALLY COUNCIL CHAMBERS – 4TH FLOOR
10:00 AM

1. CALL TO ORDER

Chairwoman Conwell called the meeting to order at 10:03 a.m.

2. ROLL CALL

Ms. Conwell asked Assistant Deputy Clerk Culek to call the roll. Committee members Conwell, Germana, Miller and Brown were in attendance and a quorum was determined. Committee member Gallagher was absent from the meeting. Councilmember Greenspan was also in attendance.

A motion was made by Ms. Conwell, seconded by Ms. Brown and approved by unanimous vote to excuse Mr. Gallagher from the meeting.

3. PUBLIC COMMENT RELATED TO THE AGENDA

No public comments were given.

4. APPROVAL OF MINUTES FROM THE MARCH 17, 2015 MEETING

A motion was made by Mr. Germana, seconded by Mr. Miller and approved by unanimous vote to approve the minutes of the March 17, 2015 meeting.

5. MATTER REFERRED TO COMMITTEE

- a) R2015-0070: A Resolution authorizing an agreement with City of Euclid for participation in the Cuyahoga County Benefits Regionalization Program for the period 4/1/2015 - 12/31/2017; authorizing the County

Executive to execute the agreement and all other documents consistent with this Resolution; and declaring the necessity that this Resolution become immediately effective.

Ms. Lisa Durkin, Interim Director of Human Resources, addressed the Committee regarding Resolution No. R2015-0070. Discussion ensued.

Committee members and Councilmembers asked questions of Ms. Durkin pertaining to the item, which she answered accordingly.

On a motion by Mr. Germana with a second by Mr. Miller, Resolution No. R2015-0070 was considered and approved by unanimous vote to be referred to the full Council agenda with a recommendation for passage under second reading suspension of the rules.

6. MISCELLANEOUS BUSINESS

a) Pay Equity Study Report Presentation

Mr. James Fox, Managing Director of Fox Lawson & Associates/Gallagher Benefit Services, Inc., addressed the Committee regarding the Pay Equity Study Report. Discussion ensued.

Committee members and Councilmembers asked questions of Mr. Fox pertaining to the item, which he answered accordingly.

Ms. Rebecca Kopcienski, Administrator of the Personnel Review Commission; Ms. Amy Marquit-Renwald, Assistant Law Director; and Mr. Egdilio Morales, Assistant Law Director, addressed the Committee regarding the Pay Equity Study Report. Discussion ensued.

Committee members and Councilmembers asked questions of Ms. Kopcienski, Ms. Marquit-Renwald and Mr. Morales pertaining to the item, which they answered accordingly.

7. OTHER PUBLIC COMMENT

Rev. Pamela Pinkney Butts addressed the Committee regarding issues of concern to her.

8. ADJOURNMENT

With no further business to discuss, Chairwoman Conwell adjourned the meeting at 12:19 p.m., without objection.

County Council of Cuyahoga County, Ohio

Resolution No. R2015-0094

Sponsored by: County Executive Budish/Department of Human Resources	A Resolution authorizing an amendment to Contract No. CE1200487-01 with Employee Benefits International, Inc. for professional healthcare consultant services for the period 8/1/2012 - 7/31/2015 to extend the time period to 7/31/2018 and for additional funds in the amount not-to-exceed \$823,375.00; authorizing the County Executive to execute the amendment and all other documents consistent with this Resolution; and declaring the necessity that this Resolution become immediately effective.
--	--

WHEREAS, the County Executive/Department of Human Resources recommends an amendment to Contract No. CE1200487-01 with Employee Benefits International, Inc. for professional healthcare consultant services for the period 8/1/2012 - 7/31/2015 to extend the time period to 7/31/2018 and for additional funds in the amount not-to-exceed \$823,375.00; and

WHEREAS, the primary goal of this project is to provide clients with innovative solutions to their employee health benefit needs and to offer personalized service to clients to determine the best possible combination of benefit products; and

WHEREAS, the proposed amendment in additional funds would increase the contract to \$1,828,981.45; and

WHEREAS, this project is funded 100% by the Hospitalization Regular Insurance Fund; and

WHEREAS, it is necessary that this Resolution become immediately effective in order that critical services provided by Cuyahoga County can continue and to provide for the usual, daily operation of a County entity.

NOW, THEREFORE, BE IT RESOLVED BY THE COUNTY COUNCIL OF CUYAHOGA COUNTY, OHIO:

SECTION 1. That the Cuyahoga County Council hereby authorizes an amendment to Contract No. CE1200487-01 with Employee Benefits International, Inc. for professional healthcare consultant services for the period 8/1/2012 -

Journal _____
_____, 20__

County Council of Cuyahoga County, Ohio

Resolution No. R2015-0095

<p>Sponsored by: County Executive FitzGerald/Department of Human Resources</p>	<p>A Resolution amending Resolution No. R2014-0259 dated 12/9/2014, which made an award on RQ30390 to Medical Mutual of Ohio for the period 1/1/2015 - 12/31/2017, by changing the amount not-to-exceed from \$116,156,022.00 to \$141,636,022.00 to include (a) \$116,156,022.00 for group healthcare benefits including medical and pharmacy benefit management services for County employees and their eligible dependents; and (b) \$25,480,000.00 for group healthcare benefits including medical and pharmacy benefit management services for Cuyahoga County Benefits Regionalization Program participants' employees and their eligible dependents; authorizing the County Executive to execute all documents consistent with this Resolution; and declaring the necessity that this Resolution become immediately effective.</p>
---	--

WHEREAS, on December 9, 2014, County Council adopted Resolution No. R2014-0259 which made an award on RQ30390 to Medical Mutual of Ohio in the amount not-to-exceed \$116,156,022.00 for group healthcare benefits for County employees and their eligible dependents including medical and pharmacy benefit management services for the period 1/1/2015-12/31/2017; and

WHEREAS, the County Executive/Department of Human Resources seeks to amend Resolution No. R2014-0259 by changing the original amount not-to-exceed to add \$25,480,000.00 for group healthcare benefits including medical and pharmacy benefit management services for Cuyahoga County Benefits Regionalization Program participants' employees and their eligible dependents; and

WHEREAS, the primary goal of this project is to provide group healthcare medical and prescription drug benefits to County employees and their eligible dependents and employees and eligible dependents of participants in the Cuyahoga County Benefits Regionalization Program; and

WHEREAS, the original not-to-exceed amount of this project, \$116,156,022.00, is funded 100% from the Hospitalization Self Insurance Fund; and the additional not-to-exceed amount of this project, \$25,480,000.00, is funded 100% by participants (i.e., the municipalities that participate in the Cuyahoga County Benefits Regionalization Program) from the Regionalized Benefits Fund; and

WHEREAS, it is necessary that this Resolution become immediately effective in order that critical services provided by Cuyahoga County can continue and to provide for the usual, daily operation of a County entity.

NOW, THEREFORE, BE IT RESOLVED BY THE COUNTY COUNCIL OF CUYAHOGA COUNTY, OHIO:

SECTION 1. That the Cuyahoga County Council hereby amends Resolution No. R2014-0259 dated 12/9/2014, which made an award on RQ30390 to Medical Mutual of Ohio for the period 1/1/2015 - 12/31/2017, by changing the amount not-to-exceed from \$116,156,022.00 to \$141,636,022.00 to include (a) \$116,156,022.00 for group healthcare benefits including medical and pharmacy benefit management services for County employees and their eligible dependents; and (b) \$25,480,000.00 for group healthcare benefits including medical and pharmacy benefit management services for Cuyahoga County Benefits Regionalization Program participants' employees and their eligible dependents.

SECTION 2. Any and all exemptions from competitive bidding and/or authorizations to engage in an alternative procurement process required pursuant to the County's Contracting and Purchasing Laws for anything contemplated herein is hereby granted.

SECTION 3. That the County Executive is authorized to execute all documents consistent with this Resolution.

SECTION 4. It is necessary that this Resolution become immediately effective for the usual daily operation of the County and the reasons set forth in the preamble. Provided that this Resolution receives the affirmative vote of at least eight members of Council, it shall take effect and be in force immediately upon the earliest occurrence of any of the following: (1) its approval by the County Executive through signature, (2) the expiration of the time during which it may be disapproved by the County Executive under Section 3.10(6) of the Cuyahoga County Charter, or (3) its passage by at least eight members of Council after disapproval pursuant to Section 3.10(7) of the Cuyahoga County Charter. Otherwise, it shall take effect and be in force from and after the earliest period allowed by law.

SECTION 5. It is found and determined that all formal actions of this Council relating to the adoption of this Resolution were adopted in an open meeting of the Council, and that all deliberations of this Council and of any of its committees that

resulted in such formal action were in meetings open to the public, in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

On a motion by _____, seconded by _____, the foregoing Resolution was duly adopted.

Yeas:

Nays:

County Council President

Date

County Executive

Date

Clerk of Council

Date

First Reading/Referred to Committee: May 12, 2015

Committee(s) Assigned: Human Resources, Appointments & Equity

Journal _____
_____, 2015