

**RECOMMENDED RESOLUTION REGARDING
ORGANIZATIONAL SYNERGY & HUMAN RESOURCES
COMMITTEE RECOMMENDATION to the BOARD of DIRECTORS
REGARDING HEALTH and WELFARE BROKER-OF-RECORD
AGREEMENT.**

RESOLVED: That the President of CRRA is hereby authorized to execute the Health and Welfare Broker-of-Record Agreement with RC Knox & Company for the period February 1, 2011 through January 31, 2014 for a total fixed fee of \$84,750 as presented and discussed at this meeting.

Connecticut Resources Recovery Authority Health and Welfare Broker-of-Record

January 27, 2011

Executive Summary

The Benefits Selection Committee (“Committee”), consisting of Jim Bolduc, CFO, Lynn Martin, Risk Manager and Eric Womack, Human Resources Manager, reviewed proposals received in response to a Request for Proposal (RFP) process to determine the Health and Welfare Broker-of-Record.

The Committee received proposals from CBC Kane Partners Inc; Lockton Companies, LLC; Marsh & McLennan Agency, LLC; RC Knox & Company; RRM/KJB Joint Venture; and USI Connecticut. The six proposals ranged in price from \$20,000 - \$40,000 per year.

Of the six proposals, one firm was eliminated due to personnel experience; another firm was removed from further consideration due to cost; and two firms were eliminated due to an identified potential conflict of interest. The remaining proposals from Marsh & McLennan Agency, LLC and RC Knox & Company were considered further.

The Committee recommends the contract be awarded to the incumbent RC Knox & Company for the following reasons:

- The proposal from RC Knox & Company presented the strongest level of direct benefits brokerage and administration experience.
- The personnel identified and assigned to CRRA by Marsh & McLennan were recently acquired by Marsh in December of 2009 as an opportunity to venture into the mid-sized company benefit market. As this is a newly established venture for the Marsh parent organization, it exposes CRRA to the unknown future level of commitment by Marsh to the mid-sized company benefits market.
- RC Knox has partnered with the Authority for the past six years and the working relationship and institutional knowledge has been significant in meeting the benefit needs of the employees.
- Maintaining client continuity during the upcoming upheaval and rewriting of healthcare reform by the Federal government.
- The pricing provided by each of the two finalist proposers is detailed below:

	<u>Marsh</u>	<u>Knox</u>
Year 1	\$20,000	\$27,000
Year 2	\$22,000	\$28,250
Year 3	\$24,000	\$29,500