

Resolution #20-0339  
Resolution Book, Volume 2, Page 147

**RESOLUTION AUTHORIZING THE CITY MANAGER TO ENTER INTO AN  
AGREEMENT WITH WILLIS TOWERS WATSON ANALYTICAL INSURANCE  
SERVICES INC. TO PROVIDE EMPLOYEE BENEFITS CONSULTING SERVICES**

**WHEREAS**, currently, the City of Winston-Salem contracts with Willis Towers Watson Analytical Insurance Services Inc. to provide consulting services for employee benefits and wellness programs that encompass (1) the development and implementation of strategies for providing and enhancing the cost effectiveness of the City's employee and retiree health benefits programs; (2) the provision of expert knowledge related to health care policy and regulatory compliance, implementation of the provisions of health care reform legislation, and benefits/wellness program administration best practices; and (3) the development of strategies that promote healthy lifestyles for employees and retirees; and

**WHEREAS**, the City's contract with Willis Towers Watson Analytical Insurance Services Inc. expired on June 30, 2020; and

**WHEREAS**, the City conducted a competitive proposal process to select a firm to provide employee benefits consulting services; and

**WHEREAS**, the following firms submitted proposals: Aon Consulting, Gallagher Benefit Services, Inc., Mark III Brokerage, Inc., Marsh & McLennan Agency LLC, Mercer Health and Benefits, Saponi Industries, Inc., and Willis Towers Watson Analytical Insurance Services Inc.; and

**WHEREAS**, an evaluation team of City staff reviewed the proposals and scored them based on M/WBE commitment, location of business, relevant experience and qualifications of personnel, cost effectiveness/price value, and quality of proposal; and

**WHEREAS**, based on the criteria noted above, the evaluation team selected the following firms as finalists and interviewed them as part of the final selection process: Gallagher Benefit Services, Inc., Mercer Health and Benefits, and Willis Towers Watson Analytical Insurance Services Inc.; and

**WHEREAS**, based on the evaluation of the proposals, including the finalist interviews, the evaluation team recommended that the City enter into a one-year agreement, with options to extend the agreement for two additional twelve-month periods, with the City's current consultant, Willis Towers Watson Analytical Insurance Services Inc., for employee benefits consulting services at an annual cost not to exceed \$97,500 for a potential three-year cost of \$292,500; and

**WHEREAS**, Willis Towers Watson Analytical Insurance Services Inc. will subcontract 10% of the contract to Benefits Plus Consulting Group, Inc., a minority-owned company, to provide consulting on voluntary benefits; and

**WHEREAS**, funds for this agreement are budgeted in the Employee Benefits Fund.

**NOW, THEREFORE, BE IT RESOLVED**, by the Mayor and City Council of the City of Winston-Salem that the City Manager hereby is authorized to enter into a one-year agreement with Willis Towers Watson Analytical Insurance Services Inc., with options to extend the agreement for two additional twelve-month periods, for employee benefits consulting services at an annual cost not to exceed \$97,500 for a potential three-year cost of \$292,500.

**BE IT FURTHER RESOLVED**, that the City Manager and City Secretary are authorized to execute the necessary documents pursuant to review and approval by the City Attorney.

**Winston-Salem City Council**  
**APPROVED**  
**August 17, 2020**