



AGENDA REPORT

TO: Sabrina B. Landreth
City Administrator

FROM: Anil Comelo

SUBJECT: Employee Benefits Broker / Consultant
Contract

DATE: August 24, 2015

City Administrator
Approval

Date

8/31/15

COUNCIL DISTRICT: City-Wide

RECOMMENDATION

Staff recommends that the City Council adopt:

A Resolution Authorizing the City Administrator To (1) Award A Professional Services Agreement To KEENAN AND ASSOCIATES In An Amount Not To Exceed Five Hundred Two Thousand Forty Four Dollars (\$502,044) For Three (3) Years With Two (2) One-Year Options To Renew In An Amount Not To Exceed Three Hundred Ninety Thousand Six Hundred Forty Seven Dollars (\$390,647) For A Total Contract Amount Not To Exceed Eight Hundred Ninety Two Thousand Six Hundred Ninety One Dollars (\$892,691), To Provide Employee Benefits Broker And Consulting Services For The City Of Oakland; And (2) Delegating Authority To The City Administrator To Act, Including Signing Authority, In All Matters Relating To The City Of Oakland Employee Benefits Programs And Plans.

OUTCOME

As a result of the City Council approval of this resolution, the City will negotiate and enter into a contract with Keenan & Associates for the provision of Employee Benefits Broker and Consultation Services.

EXECUTIVE SUMMARY

Adoption of this resolution will allow the City Administrator to enter into a three-year contract with two one-year extension options, with Keenan & Associates to provide employee benefits planning, consulting and brokerage services. This contract is for a total not to exceed \$892,691, from the Fringe Benefits Fund (Fund 1300), allocated as part of the fiscal year (FY) 2015-17 adopted budget. This contract will secure services of a qualified employee benefits

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broker/consultant to ensure the City is able to continue provision of fringe benefits to eligible employees and their dependents in a cost effective and innovative manner.

BACKGROUND/LEGISLATIVE HISTORY

The City of Oakland requires qualified licensed brokers to provide employee benefits planning, consulting and brokerage services in the areas of plan design, administration of provider contracts, plan renewal and the overall maintenance and administration of the City's current and future employee health benefits, dental, vision, group term life, voluntary life, short term disability (STD), long term disability (LTD), flexible spending accounts (health care, dependent care, transit program) and other benefit programs.

The current Employee Benefits Broker, Barney and Barney (formerly Saylor and Hill) has been providing services to the City for at least the past 30 years. The City did not have a formal agreement in place to authorize the use of this broker for the procurement of employee benefits. The Broker received compensation for services in the form of commissions paid by the plan providers for the overall benefit payments received from the City. In the last fiscal year, Barney and Barney reported that they received \$97,744 in broker fees or commissions from benefits purchased by the City.

Being desirous to conform to contracting requirements of the City, staff conducted a Request for Qualifications (RFQ) for Employee Benefits Broker and Consultation Services. The RFQ was conducted for the purpose of securing a formal services agreement with clearly defined scope of services to be performed by a qualified firm. Upon issuance of the RFQ, the current broker, Barney and Barney, informed staff that they would not be providing a proposal and would transition their services over to the broker selected in the RFQ process.

Staff completed the RFQ process soliciting qualified vendors for the provision of Employee Benefits Broker and Consulting Services. As a result of that process, Staff recommends that City Council authorize the City Administrator to negotiate and execute a three-year agreement for the provision of Employee Benefits Broker and Consulting Services with Keenan & Associates (Keenan). Keenan was one of three qualified vendors who responded to the RFQ, and has demonstrated their ability to provide qualified Employee Benefits Broker and Consulting Services as specified by the City.

Staff further recommends that the City Council authorize the City Administrator to exercise up to two (2) options to extend this contract for one-year terms should the recommended contractor continue to demonstrate acceptable performance in the delivery of the contracted services.

Staff further recommends that the City Council authorize the City Administrator to act, or delegate authority to act, in all matters relating to the City of Oakland employee benefits programs and plans as it relates to marketing, modifying and renewing plan/services agreements,

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including signing authority for *existing* employee benefits plan/service providers in conformance with labor MOUs and agreements.

The City offers an array of benefit options for over 3500 employees and dependents. The employee benefits plans are mandated as negotiated benefits in the City’s memorandum of understanding with existing labor unions. The current benefit plans are listed in **Table 1** below.

Table 1: Current Benefit Plans

<u>Benefit Type</u>	<u>Current Provider</u>	<u>City Paid</u>	<u>Employee Paid</u>
Medical	CalPERS & Kaiser Permanente (for Non-CalPERS eligible)	X	
Dental	Delta Dental PPO & Delta Care HMO	X	
Vision	VSP	X	
Life/AD&D	Sunlife	X	
Voluntary Life	Sunlife		X
Disability (Short and Long Term)	Sunlife	X	
Flexible Spending Accounts (Medical and Dependent Care)	Custom Benefits Administrator		X
Transit/Commuter	Custom Benefits Administrator		X
Employee Assistance Program	Claremont Behaviors Services	X	
Unemployment Insurance	Talx/Equifax Workforce Solutions	X	
COBRA Administration	Custom Benefits Administrator		X

The City currently utilizes Barney & Barney (formerly Saylor & Hill) for benefit brokerage services. They have provided broker services for over 30 years without a formal agreement. Compensation for their services is paid by the plan providers as a commission, which is common in this industry. Historically, the broker provided services limited to the marketing and renewal of existing benefit programs. Over time, the role of benefits broker has evolved in the industry to provide additional services to employers in the form of consultation and provision of employee engagement and benefits technology services.

To meet the Benefits mandates in a cost-effective manner, it is in the City’s best interest to contract for Employee Benefits Broker and Consultation Services through a competitive request for qualifications (RFQ) process. Through a RFQ process, the City sought to identify a broker/consultant that can offer creative, innovative approaches with a proven track record that allows the City to maintain quality benefit programs and contain or reduce the cost of benefits overall.

The RFQ process allows for the selection of an Employee Benefits Broker/Consultant that demonstrates a high level of knowledge, experience, and ability regarding the ever-changing benefits mandates all employers must meet. The successful broker/consultant will partner with the City on maintain existing benefits plans while strategically implementing legislated employer mandates (such as the Affordable Care Act) and introducing innovative employee education/communication tools and benefits management platforms.

The RFQ indicated that the City was seeking the services of a qualified licensed broker to provide employee planning, consulting, and brokerage services in the areas of plan design, administration of contracts, plan renewal as well as the overall maintenance, communication, improvement of the City's current and future employee benefits plans/programs. The areas of service to be provided under this contract include:

1. Broker Services Benefit Plans Administration and Renewal
2. Benefit Plan Design Services
3. Analysis and Reporting Services
4. Employee Engagement and Benefits Communications
5. Miscellaneous Other Services

On May 15, 2015, the Human Resources Management Department issued a RFQ for the provision of Employee Benefits Broker and Consultant Services. Invitations to participate in the process were sent to providers. The City also advertised in local papers and made the RFQ document available on the City's website. Hard-copies of the RFQ were made available to all parties requesting such. A voluntary proposer's conference was held on June 11, 2015. Three brokers attended the conference. These firms were Keenan & Associates, Alliant Insurance Services, and AON. Barney and Barney issued a formal notice of withdrawing from the RFQ process. As published in the RFQ, submittals were due by July 2, 2015.

At the specified closing time on July 2nd, three proposals were received from the interested firms. To date, no other proposals or inquiries have been received. These proposals were from Keenan & Associates, Alliant Insurance Services, and AON. All proposers participated throughout the review process which included staff review of the submitted proposal documents, oral presentations/interviews, and reference checks.

The oral interview panel consisted of representatives from City Administrator's Office – Budget Office, City Attorney's Office, Oakland Public Library and Human Resources Management staff. Oral Presentations/ Interviews were conducted on July 23, 2015. Following the Oral Presentations/Interviews phase, the panel made recommendations ranking the vendors for the City's consideration.

ANALYSIS

Based on the review process, the vendors were scored as indicated in **Table 2**, below.

Table 2: RFQ Final Scoring

<i>Employee Benefits Broker / Consultant</i>	<i>Interview Presentation (200 pts)</i>	<i>RFP Submittal (110 pts)</i>	<i>Total Points (310pts)</i>	<i>5 yr Projected Pricing</i>	<i>Comments</i>	<i>Overall Ranking</i>
Keenan & Associates	155	75	230	\$ 892,691	Keenan offers Personal Choices (Employee education/engagement platform), BenefitBridge (Benefits enrollment/self serve portal) and KeenanWell (comprehensive employee wellness resource). They offer several other services and program options for consideration by the City.	1
Alliant Insurance Services	152.2	75	227.2	\$1,548,000	Alliant is primary broker for CSAC-EIA offering multiple benefit programs in addition to the other insurance programs the City currently participates in. Alliant offers a mobile app that enables participants to view their coverages from their smart phone.	2
AON	120.6	60	180.6	\$1,070,000	AON offers MyAON.Assist as employee information portal (mobile friendly - not mobile app). Does not have enrollemnt functionality. They have online tool for benefits procurement	3

The panel collectively identified a number of key benefits with the selection of Keenan. Included in the services offered are 1) an employee engagement platform that will serve as a decision making tool for employees; 2) a benefits management portal that will enable more efficient and accurate administration of benefits, allow employees to view their benefit enrollments online, and enable employee to “self-serve” their benefit profile during open enrollment and other qualifying periods; 3) a proprietary wellness program that would extend considerable support resources to the City as it turns its focus on employee wellness and employee engagement; and, 4) partnering with the City on implementation of an Affordable Care Act (ACA) Management Platform to ensure the City is able to comply with the employer mandates imposed by the ACA. While the other vendors had parts of these offerings, none were as comprehensive and directly relevant to the current needs of the City’s employee benefits program.

PUBLIC OUTREACH/INTEREST

The RFQ process was fully advertised through Bay area newspapers and other media to solicit participation from qualified vendors.

COORDINATION

The evaluation process leading to the recommendation was completed including representatives from City Administrator’s Budget Office, City Attorney’s Office, and Oakland Public Library.

COST SUMMARY/IMPLICATIONS

Fiscal impact

The proposed 5-year agreement with Keenan & Associates would provide Employee Benefits Broker and Consulting Services for an amount not to exceed \$892,691. The pricing for each year of service is listed in **Table 3** below.

Table 3: Not to Exceed Amount by Contract Year

	Base Fee	Tech/ Engagement	ACA Management Platform	Wellness	Total NTE Commission Per year
Sept 1, 2015-Aug 31, 2016	\$47,500	\$54,400	\$50,000	\$0	\$151,900
Sept 1, 2016-Aug 31, 2017	\$47,500	\$85,680	\$26,000	\$10,000	\$169,180
Sept 1, 2017-Aug 31, 2018	\$52,500	\$89,964	\$26,000	\$12,500	\$180,964
Sept 1, 2018-Aug 31, 2019	\$57,500	\$94,462	\$26,000	\$12,500	\$190,462
Sept 1, 2019-Aug 31, 2020	\$62,500	\$99,185	\$26,000	\$12,500	\$200,185
Total (Sept 1, 2015-Aug 31, 2020)	\$267,500	\$423,691	\$154,000	\$47,500	\$892,691

Source of Funding

Funding for these contract services is contained in the Fund 1300 – Fringe Benefits as part of the premium or claims amounts paid to each plan provider.

SUSTAINABLE OPPORTUNITIES

Economic: No economic opportunities are identified in this report.

Environmental: No environmental opportunities are identified in this report.

Social Equity: No social equity opportunities are identified in this report.

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CEQA

This report is not a project under CEQA.

For additional information regarding this report, please contact Deborah Grant, Risk Manager at (510) 238-7165.

Respectfully submitted,



Anil Comelo
Director, Human Resource Management

Prepared by:
Deborah Grant, Risk Manager
HRM/Risk & Benefits Division

Attachment (1):
A – Compliance Analysis Report



INTER OFFICE MEMORANDUM

TO: Deborah Grant,
CMO-Risk Management

FROM: Deborah Barnes, Director ^{TAB}
Contracts and Compliance

SUBJECT: Compliance Analysis

DATE: July 24, 2015

RFQ for Employee Health & Welfare Benefits Brokers

The City Administrator's Office, Contracts and Compliance Unit conducted a compliance review of two (2) proposals in response to the above referenced project. An availability analysis was performed for this project. Based on the results of the availability analysis the Local and Small Local Business participation requirement on the project was waived. Below is the outcome for compliance with the Equal Benefits Ordinance (EBO).

Compliant with EBO and L/SLBE Policies		Proposed Participation					Earned Credits and Discounts			Oakland Workforce Preference points	EBO Compliant? Y/N
Company Name	Original Bid Amount	Total LBE/SLBE	LBE	SLBE	*VSLBE	Total Credited participation	L/SLBE Participation Preference Points	Years in Oakland Preference Points			
Keenan & Associates	NA	10%	0%	0%	0%	0%	0 points	NA	NA	Y	
Alliant Insurance Services, Inc.	NA	0%	0%	0%	0%	0%	0 points	NA	NA	Y	

Comments: As noted above: Both firms are EBO compliant.

Should you have questions or need additional information, please contact Sophany Hang, Contract Compliance Officer at (510) 238-3723.



CONTRACTS AND COMPLIANCE

Compliance Division

PROJECT COMPLIANCE EVALUATION FOR :

RE: Request for Qualification for Employee Health & Welfare Benefits Brokers

CONSULTANT/CONTRACTOR: Keenan & Associates

<u>Engineer's Estimate:</u>	<u>Contractors' Bid Amount</u>	<u>Over/Under Engineer's Estimate</u>
NA	NA	NA

<u>Bid discounted amount:</u>	<u>Preference Points:</u>
N/A	0

- 1. Did the 50% local/small local requirement apply: NO
- 2. Did the contractor meet the 50% requirement NA
 - a) % of LBE participation 0%
 - b) % of SLBE participation 10%
 - c) % of VSLBE participation 0%
- 3. Did the contractor receive bid discount/preference points? NA
 (If yes, list the points received) 0 points

5. Additional Comments.

An availability analysis was performed for this project. Based on the results of the availability analysis, the L/SLBE requirement was waived.

6. Date evaluation completed and returned to Contract Admin./Initiating Dept.

7/24/2015
Date

Reviewing Officer:

Suping Hong

Date: 7/24/2015

Approved By:

Shelley Darsenlung

Date: 7/24/2015

LBE/SLBE Participation Keenan & Associates

Project Name: Request for Qualification for Employee Health & Welfare Benefits Brokers

Project No.:	NA	Engineer's Estimate			Under/Over Engineers Estimate:							
Discipline	Prime & Subs	Location	Cert. Status	LBE	SLBE	VSLBE *double counted value	Total LBE/SLBE %	Total Percentages	For Tracking Only			
									Ethn.	MBE	WBE	
PRIME	Keenan & Associates	Oakland	UB		10%		10%	90%	NL			
								10%	AA	10%		
Project Totals				0%	10%	0%	10%	100%		10%	0%	
Requirements: The 50% requirement can be satisfied by a combination of 25% LBE and 25% SLBE. The SLBE requirement is waived for Oakland certified prime consultants. An VSLBE's participation is double counted toward meeting the requirement.				LBE 25% OR 50%	SLBE 25%	VSLBE	TOTAL LBE/SLBE 50%	TOTAL	Ethnicity AA = African American A = Asian C = Caucasian H = Hispanic NA = Native American O = Other NL = Not Listed			
Legend LBE = Local Business Enterprise SLBE = Small Local Business Enterprise Total LBE/SLBE = All Certified Local and Small Local Businesses NPLBE = NonProfit Local Business Enterprise NPSLBE = NonProfit Small Local Business Enterprise				UB = Uncertified Business CB = Certified Business MBE = Minority Business Enterprise WBE = Women Business Enterprise								

CONTRACTS AND COMPLIANCE

Compliance Division



PROJECT COMPLIANCE EVALUATION FOR :

RE: Request for Qualification for Employee Health & Welfare Benefits Brokers

CONSULTANT/CONTRACTOR: Alliant Insurance Services, Inc

<u>Engineer's Estimate:</u>	<u>Contractors' Bid Amount</u>	<u>Over/Under Engineer's Estimate</u>
NA	NA	NA
<u>Bid discounted amount:</u>	<u>Preference Points:</u>	
N/A	0	

- 1. Did the 50% local/small local requirement apply: **NO**
- 2. Did the contractor meet the 50% requirement
 - a) % of LBE participation **0%**
 - b) % of SLBE participation **0%**
 - c) % of VSLBE participation **0%**
- 3. Did the contractor receive bid discount/preference points? **NA**
(If yes, list the points received) **0 points**

5. Additional Comments.
An availability analysis was performed for this project. Based on the results of the availability analysis, the L/SLBE requirement was waived.

6. Date evaluation completed and returned to Contract Admin./Initiating Dept.

7/24/2015
Date

Reviewing Officer: *Steph H...* **Date:** 7/24/2015
Approved By: *Shelley Darenburg* **Date:** 7/24/2015

Alliant Employee Benefits

Project Name: **Request for Qualification for Employee Health & Welfare Benefits Brokers**

Project No.: NA		Engineer's Estimate					Under/Over Engineers Estima				
Discipline	Prime & Subs	Location	Cert. Status	LBE	SLBE	VSLBE/LPG *double counted value	Total LBE/SLBE %	Total Percentages	For Tracking Only		
									Ethn	MBE	WBE
PRIME	Alliant Insurance Services, Inc	San Francisco	UB					100%	NL		
Project Totals				0%	0%	0%	0%	100%		0%	0%
Requirements: The 50% requirement can be satisfied by a combination of 25% LBE and 25% SLBE. The SLBE requirement is waived for Oakland certified prime consultants. An VSLBE's participation is double counted toward meeting the requirement.				LBE 25% or 50%	SLBE 25%	VSLBE	TOTAL LBE/SLBE 50%	TOTAL	Ethnicity AA = African American A = Asian C = Caucasian H = Hispanic NA = Native American O = Other NL = Not Listed		
Legend LBE = Local Business Enterprise SLBE = Small Local Business Enterprise Total LBE/SLBE = All Certified Local and Small Local Businesses NPLBE = NonProfit Local Business Enterprise NPSLBE = NonProfit Small Local Business Enterprise								UB = Uncertified Business CB = Certified Business MBE = Minority Business Enterprise WBE = Women Business Enterprise			

FILED
OFFICE OF THE CITY CLERK
OAKLAND

2015 AUG 32 PM 3:45

OAKLAND CITY COUNCIL

Approved as to Form and Legality


City Attorney

RESOLUTION No. _____ C.M.S.

Introduced by Councilmember _____

RESOLUTION AUTHORIZING THE CITY ADMINISTRATOR TO (1) AWARD A PROFESSIONAL SERVICES AGREEMENT TO KEENAN AND ASSOCIATES IN AN AMOUNT NOT TO EXCEED FIVE HUNDRED TWO THOUSAND FORTY FOUR DOLLARS (\$502,044) FOR THREE (3) YEARS WITH TWO (2) ONE-YEAR OPTIONS TO RENEW IN AN AMOUNT NOT TO EXCEED THREE HUNDRED NINETY THREE THOUSAND SIX HUNDRED FORTY SEVEN DOLLARS (\$390,647) FOR A TOTAL CONTRACT AMOUNT NOT TO EXCEED EIGHT HUNDRED NINETY TWO THOUSAND SIX HUNDRED NINETY ONE DOLLARS (\$892,691), TO PROVIDE EMPLOYEE BENEFITS BROKER AND CONSULTING SERVICES FOR THE CITY OF OAKLAND; AND (2) DELEGATING AUTHORITY TO THE CITY ADMINISTRATOR TO ACT, INCLUDING SIGNING AUTHORITY, IN ALL MATTERS RELATING TO THE CITY OF OAKLAND EMPLOYEE BENEFITS PROGRAMS AND PLANS

WHEREAS, the City provides a wide array of Employee Benefits to its benefit eligible employees and dependents; and

WHEREAS, a qualified licensed broker is required to provide employee benefits planning, consulting and brokerages services in the areas of plan design, administration of provider contracts, plan renewals and overall maintenance of employee benefits programs; and

WHEREAS, the City's current benefits broker, Barney and Barney, has provided these services for at least 30 years without a formal contract or agreement in place; and

WHEREAS, the current broker is compensated for services in the form of commissions received from plan providers; and

WHEREAS, in accordance with Oakland Municipal Code, Section 2.04.051, Competitive Process and Qualification-Based Awards for Professional Services, and the City's purchasing policies and procedures, staff initiated a formal Request for Qualifications (RFP) to ensure continued fair and equitable contracting of this program; and

WHEREAS, on May 15, 2015, the Human Resources Management Department, working with the Contract and Compliance Department, initiated a formal RFQ, soliciting proposals from qualified firms for employee benefits broker and consulting services; and

WHEREAS, the RFQ was advertised in the Oakland Tribune, San Francisco Chronicle as well as the City of Oakland's website, submission deadline was July 2, 2015, and the City received

three proposals to the RFQ, which were from Keenan & Associates, Alliant Insurance Services and AON Consulting; and

WHEREAS, Keenan & Associates was found to be the most qualified and most responsive vendor to the RFQ; and

WHEREAS, Keenan & Associates will act as the City’s Broker of Record as it relates to Employee Benefits Programs; and

WHEREAS, under the proposed agreement, Keenan & Associates will provide necessary program services including, 1) Broker Services: Benefit Plans Administration and Renewal; 2) Benefit Plan Design Services; 3) Analysis and Reporting Services; 4) Employee Engagement and Benefits Communications; and 5) Miscellaneous Other Services; and

WHEREAS, Miscellaneous Other Services includes, but is not limited to, provision of: 1) an employee engagement platform that will serve as a decision making tool for employees; 2) a benefits management portal that will enable more efficient and accurate administration of benefits, allow employees to view their benefit enrollments online and enable employee to “self-serve” their benefit profile during open enrollment and other qualifying periods; 3) a proprietary wellness program that would extend considerable support resources to the City as it turns its focus on employee wellness and employee engagement; and 4) partnering with the City on implementation of an Affordable Care Act (ACA) Management Platform to ensure the City is able to comply with the employer mandates imposed by the ACA.

WHEREAS, the services listed above would be provided at no direct cost to the City and Keenan & Associates would receive compensation in the form of commission paid by the benefits providers; and

WHEREAS, commissions received from benefit providers will not exceed amounts indicated in the table below:

	Base Fee	Tech/ Engagement	ACA Management Platform	Wellness	Total NTE Commission Per year
Sept 1, 2015-Aug 31, 2016	\$47,500	\$54,400	\$50,000	\$0	\$151,900
Sept 1, 2016-Aug 31, 2017	\$47,500	\$85,680	\$26,000	\$10,000	\$169,180
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Sept 1, 2019-Aug 31, 2020	\$62,500	\$99,185	\$26,000	\$12,500	\$200,185
Total (Sept 1, 2015-Aug 31, 2020)	\$267,500	\$423,691	\$154,000	\$47,500	\$892,691

WHEREAS, if commissions collected in any given year by Keenan & Associates exceed the Not To Exceed amount for the Contract Year in question, Keenan & Associates will remit the overpayment back to the City within 30 days of identifying the overpayment; and

WHEREAS, if commissions collected in any given year by Keenan & Associates is below the Not To Exceed amount for the Contract Year in question and are insufficient to compensate Keenan & Associates for actual services rendered, the City will remit payment back to the Keenan & Associates up to the Not to Exceed Amount within 30 days of receipt of a valid invoice verifying the outstanding amount due; and

WHEREAS, the City wishes to engage services with Keenan & Associates effective September 1, 2015, in advance of the 2015 Benefits Open Enrollment season; and

WHEREAS, the City Council finds that the services are professional, scientific or technical and awarding this agreement will not result in the loss of salary or employment by any person having permanent status in the competitive service; now, therefore, be it

RESOLVED: that the recitals set forth above are true and correct, and the City Council so finds and determines; and be it

FURTHER RESOLVED: that the City Administrator is hereby authorized Negotiate and Execute An Agreement With Keenan & Associates For The Provision Of Employee Benefits Broker and Consultation Services in an amount not to exceed \$502,044 for Contract Years 2015-16 through 2017-18, and with acceptable performance, options to extend the agreement for two additional one-year terms for a total not to exceed amount of \$390,647 for Contract Years 2018-19 and 2019-20, resulting in a Total Not To Exceed Amount of \$ 892,691; and be it

FURTHER RESOLVED: that except as to actions that must be approved by the City Council of the City of Oakland, the City Administrator is hereby authorized to act or delegate authority to act, in all matters relating to the City of Oakland employee benefits programs and plans as it relates to marketing, modifying and securing/renewing plan and service agreements, including signing authority for existing employee benefits programs in conformance with approved labor MOUs and agreements; and be it

FURTHER RESOLVED: that this Resolution shall take effect immediately upon its passage.

IN COUNCIL, OAKLAND, CALIFORNIA, _____

PASSED BY THE FOLLOWING VOTE:

AYES - BROOKS, CAMPBELL WASHINGTON, GALLO, GUILLEN, KALB, KAPLAN, REID, and PRESIDENT GIBSON McELHANEY

NOES -

ABSENT -

ABSTENTION -

ATTEST: _____
LaTonda Simmons
City Clerk and Clerk of the Council
of the City of Oakland, California