



MEMORANDUM

TO: Weber School District Board Members:
President Paul Widdison, Vice President Jon Ritchie,
Douglas Hurst, Janis Christensen, Bruce Jardine, Jan Burrell, Kelly Larson
Superintendent Gina Butters

FROM: Nicole Meibos, Lauri Adams

DATE: March 6, 2024

SUBJECT: RFP for Benefit Consultant

For the past 20 years GBS Benefit Services has been Weber School District's benefit consultant. It has been 7 years since the district has done an RFP for this service. With the competitive benefit market it was proposed that Weber School District engage in the RFP process for a Benefit Consultant. An evaluation committee was formed to review the bids and interview the applications.

After reviewing applications and interviewing benefit consultant companies it is recommended by the evaluation committee we continue with GBS Benefit Services at this time until October. Currently, the insurance committee is in the process of negotiating renewal rates and plans for next plan year. The committee felt if the district were to switch benefit consultants at this time it could be disruptive to the insurance negotiation process.

As the district benefit consultant, GBS will be expected to provide the following:

- a. New team members that can effectively guide and support the district in the insurance committees goals and objectives.
- b. Provide objective guidance that assesses the district's overall risk profile. Based on the district's risk GBS will recommend insurance and wellness strategies to mitigate potential risk. This includes identifying gaps in current coverage and advising on appropriate risk management measures to reduce cost and support the emotional well being of our employees.
- c. Quarterly reports consisting of the plan's utilization, cost and top conditions being treated.
- d. Identify areas of cost savings by comparing policies from multiple insurance providers. Negotiate on the district's behalf to secure the most favorable terms and rates.
- e. Review insurance agreements and contracts to verify plan benefits are correct and comply with all relevant laws and regulations.
- f. Good data stewardship. Keep Weber School District's data safe, private, and consistent.

GBS Benefit Services is not compensated directly from Weber School District. They receive override payments from the insurance providers whom the district contracts with. In October, the insurance committee will reevaluate the services being provided by GBS to determine if they are meeting the district's expectations.

Respectfully,

Nicole Meibos
Human Resources Director

Lauri Adams
Assistant Human Resources Director