

July 22, 2015

AMEND BOARD REPORT 14-0827-PR20
**AUTHORIZE THE SECOND AND FINAL RENEWAL AGREEMENT WITH WILLIS OF ILLINOIS, INC
 FOR CONSULTING SERVICES**

THE CHIEF ADMINISTRATIVE OFFICER REPORTS THE FOLLOWING DECISION:

Authorize the second and final renewal agreement with Willis of Illinois, Inc. to provide employee benefits consulting services to the Talent Office at no cost to the Board. Vendor is authorized to receive commissions directly from CPS benefits carriers with the total commissions paid to the Vendor not to exceed ~~\$270,000~~ \$385,000 during the second renewal period. Commission is based on negotiated administrative fees and insurance rates with vendors. A written document exercising this option is currently being negotiated. No payment shall be made to Vendor during the option period prior to execution of the written document. The authority granted herein shall automatically rescind in the event a written document is not executed prior to February 25, 2015. Information pertinent to this option is stated below.

This July 2015 amendment is to increase the not-to-exceed amount from \$270,000 to \$385,000 and to allow for Vendor to be paid based on monthly service fees based on hours billed in addition to negotiated commissions with benefit providers. A written amendment to the renewal agreement is required. The authority granted herein shall automatically rescind in the event the amendment is not executed within 90 days of the date of this Board Report.

Specification Number: 12-250056

VENDOR:

- 1) Vendor # 98715
 WILLIS OF ILLINOIS, INC
 233 S. WACKER DRIVE., STE 2000
 CHICAGO, IL 60606
 Brian Stratton
 312 288-7070

USER INFORMATION :

Project 11010 - Talent Office
 Manager: 42 West Madison Street
 Chicago, IL 60602
 Fairhall, Ms. Gail A

ORIGINAL AGREEMENT:

The original Agreement (authorized by Board Report 13-0227-PR19) in the amount of \$150,000.00 is for a term commencing March 1, 2013 and ending February 28, 2014, with the Board having two (2) options to renew for one (1) year terms. The first renewal agreement (executed under the delegation of authority to the Chief Procurement Officer) is for a term commencing March 1, 2014 and ending February 28, 2015. The Vendor was selected on a competitive basis pursuant to Board Rule 7-2.

OPTION PERIOD:

The term of this agreement is being renewed for one (1) year commencing March 1, 2015 and ending February 28, 2016.

OPTION PERIODS REMAINING:

There are no option periods remaining.

SCOPE OF SERVICES:

Vendor will continue to provide comprehensive health and welfare benefits plan consulting as follows:

* Provide research, benchmarking, data analysis, expense and contributions projections, evaluation, and design recommendations for total rewards and benefits offerings.

* Advise and consult with the Board throughout the benefits vendor selection process including assisting in drafting of RFP content, evaluating proposals, estimating all applicable proposer costs, and negotiating fees and other relevant terms.

* Provide contract renewal and negotiation services of the Board's current benefit plans vendors.

* Advise and assist in reviewing contracts, plan documents, insurance policies, and other documents for applicability, accuracy, and consistency.

* Monitor compliance of benefit plans with applicable laws and regulations and recommend changes and enhancements to comply with all applicable laws and regulations.

* Provide a quarterly plan funding analysis.

* Provide subject matter expertise in drafting total rewards communications materials.

* Participate in monthly Labor Management Cooperation Committee meetings.

* Participate in audits of benefits vendors and internal benefits plan audits.

DELIVERABLES:

Vendor will deliver the services noted in the Scope of Services and provide monthly reports including a healthcare dashboard report, activity logs, and ad-hoc reporting as requested.

OUTCOMES:

Vendor services will result in benefits plan savings for CPS and professional oversight and monitoring of total rewards benefits programs.

COMPENSATION:

Vendor is authorized to receive commissions directly from CPS benefits carriers and to receive payments directly by CPS with the total annual commissions and direct payments paid to the Vendor during this second option period estimated to be ~~\$270,000.00~~ \$385,000.

AUTHORIZATION:

Authorize the General Counsel to include other relevant terms and conditions in the written option document and amendment. Authorize the President and Secretary to execute the option document and amendment. Authorize Chief Talent Officer Director of Compensation and Benefits to execute all ancillary documents required to administer or effectuate this option agreement.

AFFIRMATIVE ACTION:

This agreement is in full compliance with the goals required by the Remedial Program for Minority and Women Owned Business Enterprise Participation in Goods and Services Contracts. The MBE/WBE goals for this agreement include: 25% total MBE and 5% total WBE participation.

LSC REVIEW:

Local School Council approval is not applicable to this report.

FINANCIAL:

Fund 115, Talent Office, Unit 11010, for a total not to exceed of \$270,000 \$385,000 for the renewal period.

CFDA#: Not Applicable

GENERAL CONDITIONS:

Inspector General - Each party to the agreement shall acknowledge that, in accordance with 105 ILCS 5/34-13.1, the Inspector General of the Chicago Board of Education has the authority to conduct certain investigations and that the Inspector General shall have access to all information and personnel necessary to conduct those investigations.

Conflicts - The agreement shall not be legally binding on the Board if entered into in violation of the provisions of 105 ILCS 5/34-21.3 which restricts the employment of, or the letting of contracts to, former Board members during the one year period following expiration or other termination of their terms of office.

Indebtedness - The Board's Indebtedness Policy adopted June 26, 1996 (96-0626-PO3), as amended from time to time, shall be incorporated into and made a part of the agreement.

Ethics - The Board's Ethics Code adopted May 25, 2011 (11-0525-PO2), as amended from time to time, shall be incorporated into and made a part of the agreement.

Contingent Liability - The agreement shall contain the clause that any expenditure beyond the current fiscal year is deemed a contingent liability, subject to appropriation in the subsequent fiscal year budget(s).

Approved for Consideration:



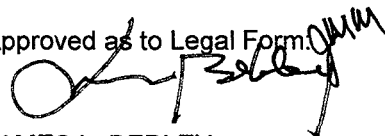
SÉBASTIEN de LONGEAUX
Chief Procurement Officer

Approved for Consideration:



TIMOTHY CAWLEY
Chief Administrative Officer

Approved as to Legal Form:



JAMES L. BEBLEY
General Counsel