





MEMORANDUM

County Administrator
Neil A. Morgan

Superintendent of Schools
Victor D. Shandor, Ed.D.

DATE: May 22, 2017

TO: York County Board of Supervisors
York County School Board

FROM: Neil A. Morgan, County Administrator 
Victor D. Shandor, Ed.D., Superintendent 

SUBJECT: Joint Healthcare Study Status and Plan

The County of York and the York County School Division have selected Wells Fargo Insurance Services USA, Inc., to work with both organizations to determine the feasibility of consolidating medical and dental programs that meet the requirements of both employers and their employees. The study will consist of three parts: a joint feasibility study (Phase I), the competitive market study (Phase II), and the negotiation of final contractual elements (Phase III).

The Human Resources Department of each organization will serve as the primary contacts for the project. The process has been divided up in to three phases and will determine need and feasibility. Phase I will consist of data collection from both the County and the Schools. Wells Fargo will use this data to identify the components that require the County and the Schools to have similar or identical features, as well as components that can continue to be independently decided. Phase I will include the impact of combining the plans of both organizations financially, along with timelines and requirements. At the conclusion of Phase I, the consultant will provide analysis and recommendation to the combined County's and School's management teams. The information and results provided will be considered to determine when, or if, we move forward with Phase II.

Phase II will consist of a competitive market study in which Wells Fargo will send out a Request for Proposal (RFP) to qualified carriers. After receiving proposals back, Wells Fargo will develop a scoring matrix, analyze the proposals, and present its findings and alternatives to both organizations. At the conclusion of Phase II, the School Board and the Board of Supervisors will need to make a determination as to whether Phase III will be implemented. Phase III of this study would be the negotiation of final contractual elements, with Wells Fargo assisting the County and the Schools in negotiating all final contractual elements, such as benefits plan design, administrative issues, rate guarantees, and financials with the carrier/administrator of choice.

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The County of York and York County Schools will work with Wells Fargo to define a timeline that coincides with the major decision points for the State Healthcare Plan that is currently being developed.

It is management's intention to brief both boards upon completion of each phase.