

RESOLUTION NO. .

BOARD OF SUPERVISORS, COUNTY OF SAN MATEO, STATE OF CALIFORNIA

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RESOLUTION AUTHORIZING THE HUMAN RESOURCES DIRECTOR, OR HER DESIGNEE, TO NEGOTIATE AND EXECUTE A SERVICE AGREEMENT WITH THE STANDARD FOR THE PURPOSE OF PROVIDING LIFE INSURANCE, ACCIDENTAL DEATH AND DISMEMBERMENT, AND DISABILITY BENEFITS FOR THE PERIOD OF JANUARY 1, 2020 TO DECEMBER 31, 2024, WITH THE AGGREGATE AMOUNT NOT TO EXCEED \$240,000 EACH YEAR

RESOLVED, by the Board of Supervisors of the County of San Mateo, State of California, that

WHEREAS, The County provides employees with employer paid Basic Life Insurance coverage and Accidental Death and Dismemberment (AD&D) benefits based on negotiated Memoranda of Understanding and Board Resolutions, where Basic Life Insurance provides employees with financial support by promising to pay a benefit in the event of an employee's death and AD&D insurance helps provide additional financial protection for employees and their families in the event of a covered accidental death or injury, and employees also have the option of buying Additional Life Insurance Coverage for themselves and their spouse or domestic partner, and dependents; and

WHEREAS, The Standard also provides a Disability benefit to represented and unrepresented employees which covers 60% of salary or \$95 per week, which supplements wages when an employee is disabled and unable to work; and

WHEREAS, The Human Resources Benefits Division and Labor Management Committee conducted an RFP to solicit proposals from insurance carriers that could meet the County's current plan designs at a reasonable cost with the highest level of

customer service and, after evaluation, the selection committee decided to stay with the incumbent The Standard, which offered favorable pricing and will result in a cost savings of 8.1% for the employer and 10.1% for the employees with a rate guarantee of four years and has been a collaborative partner for the County of San Mateo for many years; and

WHEREAS, the RFP Committee and Human Resources Benefits Division has recommended the Board authorize the Human Resources Director or designee to negotiate and execute a service agreement with The Standard.

NOW, THEREFORE, IT IS HEREBY DETERMINED AND ORDERED that the Board of Supervisors hereby authorizes the Human Resources Director or the Director's designee to negotiate and execute a service agreement with The Standard for the purpose of providing life insurance, accidental death and dismemberment, and disability benefits for the period of January 1, 2020 to December 31, 2024, with the aggregate amount not to exceed \$240,000 each year.

BE IT FURTHER RESOLVED that the Board of Supervisors hereby authorizes the Human Resources Director or the Director's designee to execute contract amendments which modify the County's maximum fiscal obligation by no more than \$25,000 (in aggregate), and/or modify the contract term and/or services so long as the modified term or services is/are within the current or revised not to exceed dollar amount.

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