



County of Monterey

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Board Report

File #: A 18-257, Version: 1

Approve and authorize the Contracts/Purchasing Officer to sign Amendment No. 3 to the Agreement No. A-13502 between the County of Monterey and Metropolitan Life Insurance Company (MetLife) for the provision of Life and Accidental Death and Dismemberment Insurance, extending the term of the original agreement for one and a half additional years through June 30, 2020.

RECOMMENDATION:

It is recommended that the Board of Supervisors approve and authorize the Contracts/Purchasing Officer to sign Amendment No. 3 to the Agreement No. A-13502 between the County of Monterey and Metropolitan Life Insurance Company (MetLife) for the provision of Life and Accidental Death and Dismemberment Insurance, extending the term of the original agreement for one and a half additional years through June 30, 2020.

SUMMARY/DISCUSSION:

On June 24, 2014, the Board of Supervisors approved an agreement between the County of Monterey and Metropolitan Life Insurance Company (MetLife) for the provision of Life and Accidental Death and Dismemberment Insurance. The initial term commenced with the signing of the agreement on September 18, 2014 and its term ran through December 31, 2016. The Contracts/Purchasing Officer was authorized by the Board at that time to sign future amendments to the agreement. The County has amended the agreement for two additional one-year periods, thereby extending the term through December 31, 2018.

The Human Resources Department-Benefits Division (HRD) is requesting that the term of this agreement be changed from calendar year to fiscal year and extend the agreement one and one half years to accept MetLife's proposed Basic Life and Personal Accidental Death and Dismemberment (AD&D) guaranteed rates from July 1, 2018 through June 30, 2020. The HRD has secured a price lock for the new term of this agreement (please see attached Amendment No. 3 and Exhibit B2 - Cost). The HRD will be working with Contracts/Purchasing to develop a Request for Proposal in the near future in preparation to contract expiring in 2020.

OTHER AGENCY INVOLVEMENT:

The Offices of the County Counsel and Auditor-Controller have reviewed and approved Amendment No. 3 as to form and legality, and fiscal provisions, respectively.

FINANCING:

There is no additional financial impact to the County related to the approval of Amendment No. 3 to the agreement. Costs for the Life and Accidental Death and Dismemberment Insurance are paid by County departments based on employee count.

BOARD OF SUPERVISORS' STRATEGIC INITIATIVES:

The proposed recommended action addresses the Board of Supervisors' Administration Strategic Initiative. The action will continue provision of quality Life and Accidental Death and Dismemberment Insurance to County employees in support of the County's commitment to meeting the Board's initiative in attracting, recruiting, and retaining a diverse, talented work force that supports the mission of Monterey County.

___ Economic Development

- ☒ Administration
- ☐ Health & Human Services
- ☐ Infrastructure
- ☐ Public Safety

Prepared By: Jose Tapia, Finance Manager, Human Resources Department

Approved By: Irma Ramirez-Bough, Director of Human Resources

Attachments:

Proposed Amendment No. 3

Amendment No. 2 to Agreement No. A-13502

Amendment No. 1 to Agreement No. A-13502

Agreement No. A-13502 between County and MetLife