



Fulton County

Legislation Details (With Text)

File #: 21-0658 **Version:** 1 **Name:**
Type: CM Action Item - Open & Responsible Government **Status:** Passed
File created: 7/12/2021 **In control:** Board of Commissioners
On agenda: 9/1/2021 **Final action:** 9/1/2021
Title: Request approval of recommended proposals - Finance Department, 21RFP071321C-MH, Voluntary Worksite Benefits with (A) Continental American Insurance Company, a wholly-owned subsidiary of Aflac Incorporated to provide Accident Insurance, Critical Illness Insurance, Hospital Indemnity Insurance, Whole Life with Long Term Care Rider and Flexible Spending Accounts (Ameriflex Administrator);(B) Pre-Paid Legal Services, Inc. dba LegalShield to provide Identity Theft Protection; and, (C) Metropolitan Life Insurance Company to provide Short-term Disability Insurance & MetLife Legal Plans, Inc. to provide Legal Insurance. Voluntary Benefit Plan Premiums/Contributions 100% employee paid. Transition of services to begin upon Board approval through December 31, 2022; This action exercises the first of four renewal options. Three renewal option remains. Effective dates: January 1, 2023, through December 31, 2023. Request approval to renew existing contracts with three renewal options remain.

Sponsors:

Indexes:

Code sections:

Attachments: 1. Exhibit 1 - Evaluation Committee Recommendation Letters, 2. Aflac Contractor Performance Report 2021, 3. Contractor Performance Report Memo - Legal Shield, 4. Contractor Performance Report Memo - Metlife, 5. 2021-0658.pdf

Date	Ver.	Action By	Action	Result
9/1/2021	1	Board of Commissioners	approve	Pass

Department

Finance

Requested Action *(Identify appropriate Action or Motion, purpose, cost, timeframe, etc.)*

Request approval of recommended proposals - Finance Department, 21RFP071321C-MH, Voluntary Worksite Benefits with (A) Continental American Insurance Company, a wholly-owned subsidiary of Aflac Incorporated to provide Accident Insurance, Critical Illness Insurance, Hospital Indemnity Insurance, Whole Life with Long Term Care Rider and Flexible Spending Accounts (Ameriflex Administrator);(B) Pre-Paid Legal Services, Inc. dba LegalShield to provide Identity Theft Protection; and, (C) Metropolitan Life Insurance Company to provide Short-term Disability Insurance & MetLife Legal Plans, Inc. to provide Legal Insurance. Voluntary Benefit Plan Premiums/Contributions 100% employee paid. Transition of services to begin upon Board approval through December 31, 2022; This action exercises the first of four renewal options. Three renewal option remains. Effective dates: January 1, 2023, through December 31, 2023. Request approval to renew existing contracts with three renewal options remain.

Requirement for Board Action *(Cite specific Board policy, statute or code requirement)*

In accordance with Purchasing Code Section 102-374 and 102-375, all competitive sealed proposals

shall be forwarded to the Board of Commissioners for approval.

Strategic Priority Area related to this item *(If yes, note strategic priority area below)*

Open and Responsible Government

Commission Districts Affected

- All Districts
- District 1
- District 2
- District 3
- District 4
- District 5
- District 6

Is this a purchasing item?

Yes

Summary & Background *(First sentence includes Agency recommendation. Provide an executive summary of the action that gives an overview of the relevant details for the item.)*

Scope of Work: Fulton County currently provides voluntary worksite benefits to approximately **3,200 active employees**. In April of 2021, the Finance Department conducted a survey of County employees to gauge their interest on current voluntary insurance offerings, and possibility of adding new insurance products available in the marketplace. The results of the survey indicated a high interest in short term personal Loans, fertility treatment assistance programs, and continuation of existing products. In addition, the County currently offers to employees a Legal Shield legal product with no formal “written” agreement/contract or insurance requirements currently in effect with the company and/or their respective agents or representatives. As part as this recommendation, the County solicited proposals to formalize this offering. The premiums for voluntary benefits are 100% employee paid and are payroll deducted on a pre-tax and post-tax basis. Temporary employees are only eligible for post-tax product offerings.

Community Impact: None

Department Recommendation: The process review resulted in the following recommendation from the evaluation Committee:

Plans	Vendor	Pre or Post Tax Premiums/Contributions
Critical Illness insurance	Aflac	Pre-Tax
Hospital Indemnity insurance	Aflac	Pre-Tax
Accident insurance	Aflac	Pre-Tax
Whole Life with Long Term Care Rider	Aflac	Post-Tax
Flexible Spending Accounts : Commuter/Transit, Dependent Care, Limited Purpose & Traditional Health	Aflac (Ameriflex Administrator)	Pre-Tax
Identity Theft Protection	Pre-paid Legal Services, Inc. dba LegalShield	Post-Tax
Short Term Disability insurance	Metlife	Post-Tax
Legal Insurance – New	Metlife	Post-Tax

Project Implications: None

Community Issues/Concerns: None

Department Issues/Concerns: None

HISTORY OF BOC AGENDA ITEM: **This is a renewal agreement.**

Contract & Compliance Information *(Provide Contractor and Subcontractor details.)*

Total Contract Value: 100.00% Employee Funded

(A)

Contract Value: 100.00% Employee Funded
Prime Vendor: Continental American Insurance Co. dba Aflac Group
Prime Status: Non-Minority
Location: Columbia, SC
County: Richland County
Prime Value: 100.00% Employee Funded
Subcontractor: None

Total Contract Value: 100.00% Employee Funded
Total M/FBE Value: \$-0-

(B)

Contract Value: 100.00% Employee Funded
Prime Vendor: Pre-Paid Legal Services dba Legal Shield
Prime Status: Non-Minority
Location: Ada, OK
County: Pontotoc County
Prime Value: 100.00% Employee Funded

Subcontractor: None
Total Contract Value: 100.00% Employee Funded
Total M/FBE Value: \$-0-

(C)
Contract Value: 100.00% Employee Funded
Prime Vendor: Metropolitan Life Insurance Company & MetLife Legal Plans, Inc.
Prime Status: Non-Minority
Location: New York, NY
County: New York County
Prime Value: 100.00% Employee Funded
Subcontractor: None

Total Contract Value: 100.00% Employee Funded
Total M/FBE Value: \$-0-

Exhibits Attached

- Exhibit 1: Evaluation Committee Recommendation Letters
- Exhibit 2: Contractor Performance Reports

Contact Information *(Type Name, Title, Agency and Phone)*

Ray Turner, Deputy Finance Director (404) 612-7737
Melissa Barnett, Benefits Manager (404) 612-4243

Contract Attached

No

Previous Contracts

Choose an item.

Total Contract Value: 100% EMPLOYEE PAID - NO COST TO THE COUNTY

Original Approved Amount: \$0
Previous Adjustments: \$0
This Request: \$0
TOTAL: \$0

Grant Information Summary

Amount Requested: N/A Cash
Match Required: N/A In-Kind
Start Date: N/A Approval to Award
End Date: N/A Apply & Accept

Match Account \$: N/A

Fiscal Impact / Funding Source: All the above voluntary benefit plans are 100% employee paid; no cost impact to the County.

Key Contract Terms	
Start Date: 1/1/2023	End Date: 12/31/2023
Cost Adjustment: n/a	Renewal/Extension Terms: Three of four renewal options

Overall Contractor Performance Rating:

Would you select/recommend this vendor again?

Yes

Report Period Start: 1/1/2022 **Report Period End:** 6/30/2022