



Fulton County

Legislation Details (With Text)

File #: 23-0549 **Version:** 1 **Name:**

Type: CM Action Item - Open & Responsible Government **Status:** Passed

File created: 7/5/2023 **In control:** Board of Commissioners

On agenda: 8/16/2023 **Final action:** 8/16/2023

Title: Request approval to renew an existing contract - 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): Commuter/Transit, Dependent Care, Limited Purpose & Traditional Health; (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 & Legal Plans. Voluntary Benefit Plan Premiums/Contributions 100% employee paid. This action exercises the second of four renewal options. Two renewal options remain. Effective dates: January 1, 2024 to December 31, 2024. (APPROVED)

Sponsors:

Indexes:

Code sections:

Attachments: 1. Exhibit 3 Voluntary Benefits Premium Rates, 2. Exhibit 4: Voluntary Benefit Plan Design Provisions, 3. Exhibit 5: Voluntary Benefit Plans Subsidies, 4. Exhibit 2B: Contractor Performance Report Metlife, 5. Exhibit 2C: Contractor Performance Report Prepaid Legal, 6. Exhibit 1A Contract Renewal Agreement - AFLAC, 7. Exhibit 1B Contract Renewal Agreement - MetLife, 8. Exhibit 1C Contract Renewal Agreement - Prepaid Legal, 9. Exhibit 2A: Contractor Performance Report Aflac

Date	Ver.	Action By	Action	Result
8/16/2023	1	Board of Commissioners	approve	Pass

Department

Finance

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

Request approval to renew an existing contract - 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): Commuter/Transit, Dependent Care, Limited Purpose & Traditional Health; (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 & Legal Plans. Voluntary Benefit Plan Premiums/Contributions 100% employee paid. This action exercises the second of four renewal options. Two renewal options remain. Effective dates: January 1, 2024 to December 31, 2024. **(APPROVED)**

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

In accordance with Purchasing Code Section 102-394(6), the Purchasing Department shall present

all renewal requests to the Board of Commissioners at least 90 days prior to the contract renewal date, 60 days if the contract term is six (6) months or less.

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: Scope of Work: This contract provides administration of the voluntary benefits programs for active employees. Full-time employees are eligible for all plan offerings. Temporary employees are limited to post-tax plan options only. Voluntary benefits premiums are paid with 100% employee contributions. There is no premium cost impact to the County. Administration by vendor are as follows:

Plans	Vendor	Premium Tax Basis
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	Aflac (Ameriflex Administrator)	Pre-tax
Identity Theft Protection	Pre-paid Legal Services	Post-tax
Legal Insurance	Metlife	Post-tax
Short Term Disability insurance	Metlife	Post-tax

Community Impact: None.

Department Recommendation: The Finance Department recommends renewal of existing contracts with Aflac, Prepaid Legal and Metlife to provide voluntary benefits coverage to active employees for the 2024 plan year. There are no changes to the premium rates and plan designs from 2023 to 2024.

Project Implications: None.

Community Issues/Concerns: None.

Department Issues/Concerns: None.

Contract Modification

Current Contract History	BOC Item	Date	Dollar Amount
Original Award Amount	21-0658	9-1-21	100% employee paid
1 st Renewal	22-0608	9-7-22	100% employee paid
2 nd Renewal		8-16-23	100% employee paid
Total Revised Amount			

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 Certified 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 Certified Value: \$-0-

(C)

Contract Value: 100.00% Employee Funded
Prime Vendor: MetLife Consumer Services & 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 Certified Value: \$-0-

Exhibits Attached:

- Exhibit 1: Contract Renewal Agreements
- Exhibit 2: Contractor Performance Reports
- Exhibit 3: Contract Renewal Evaluation Form
- Exhibit 4: Voluntary Benefits Premium Rates
- Exhibit 5: Voluntary Benefit Plan Designs
- Exhibit 6: Voluntary Benefit Subsidies

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

Ray Turner, Deputy Finance Director (404) 612-7737
Verna Thomas, Benefits Manager (404) 612-7639

Contract Attached

Yes

Previous Contracts

Yes

Total Contract Value

Original Approved Amount: 100% employee paid based on approved premium rates.

Previous Adjustments:

This Request:

TOTAL:

Grant Information Summary

Amount Requested: Cash
Match Required: In-Kind
Start Date: Approval to Award
End Date: Apply & Accept
Match Account \$:

Fiscal Impact / Funding Source

Funding Line 1:

100% Employee Paid Premiums

Key Contract Terms	
Start Date: 1/1/2024	End Date: 12/31/2024
Cost Adjustment:	Renewal/Extension Terms: 2 4 Renewals

Overall Contractor Performance Rating:

AFLAC	88%
MetLife	88%
Atlanta Legal Aid Society, Inc.	88%

Would you select/recommend this vendor again?

Yes

Report Period Start: 1/1/2023	Report Period End: 6/30/2023
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