

OMB Granicus Review

Granicus Title	Ranking of firms and agreement with Reliance Standard Life Insurance Company for Disability Benefits and Family Medical Leave Act Administration Services				
Granicus ID#	25-0289A	Reference #	25-0090-RFP	Date	9/11/2025

Mark all Applicable Boxes:

Type of Review									
CIP		Grant		Other	X	Revenue		Project	

Fiscal Information:

New Contract (Y/N)	Y	Original Amount	n/a
Fund(s)	5006, and various	Amount of Change (+/-)	n/a
Cost Center(s)	662110, and various	Total Amount	Not to exceed \$3,480,502 (5 years)
Program(s)	7076, and various	Amount Available	\$ 674,510 (FY26)
Account(s)	5340001	Included in Applicable Budget? (Y/N)	Y
Fiscal Year(s)	FY26-FY30		

Description & Comments

(What is it, any issues found, is there a financial impact to current/next FY, does this contract vary from previous FY, etc.)

This Agreement with Reliance Standard Life Insurance Company (Matrix) provides employees with long-term disability benefits, and administration of FMLA and short-term disability benefits. The initial term is sixty (60) months, commencing January 1, 2026. Expenditures are not to exceed \$3,480,502.00 for the 5-year term of the agreement. The table below summarizes the annual estimated contract expense.

Exhibit G Summary - Benefits Contract (60 Months - 2026 through 2030)						
<i>Pricing is based on estimated number of employees (3,200)</i>						
	36-Month Guaranteed Price			+5% *	+5% *	
	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Administration Only						
FLMA						
per employee per month	\$1.70	\$1.70	\$1.70	\$1.79	\$1.87	
Total per year	65,280.00	65,280.00	65,280.00	68,544.00	71,971.20	336,355.20
Short-Term Disability						
per employee per month	\$2.15	\$2.15	\$2.15	\$2.26	\$2.37	
Total per year	82,560.00	82,560.00	82,560.00	86,688.00	91,022.40	425,390.40
Group Plan						
Long-Term Disability						
per \$100 of covered payroll	\$0.296	\$0.296	\$0.296	\$0.31	\$0.33	
Total per year	<u>526,668.00</u>	<u>526,668.00</u>	<u>526,668.00</u>	<u>551,580.00</u>	<u>587,172.00</u>	<u>2,718,756.00</u>
Totals	<u>674,508.00</u>	<u>674,508.00</u>	<u>674,508.00</u>	<u>706,812.00</u>	<u>750,165.60</u>	<u>3,480,501.60</u>
<p>* Note - Exhibit G contains the potential for up to a 5% increase in Years 4 and 5, if the Loss Ratio (LR) higher than 78%. Approval shall be at the sole discretion of the County. Funds allocated here are for budgeting purposes only.</p>						

The Agreement may be extended, subject to written notice of agreement from the County and successful respondent, for two (2) additional twelve (12) month period(s) beyond the primary contract period or earlier if the original contract is completed early. The extension shall be exercised only if all prices, terms and conditions remain the same and approval is granted by the County.

Funding for administration of the FMLA and Short-Term Disability benefits is included in the FY26 Adopted Budget for the Employee Health Benefits Fund (\$150,000). Funding for Long-Term Disability insurance coverage is included in each department's Benefits budget, within multiple funds.

Analyst: Veronica Ettel

Ok to Sign: ☒
