

MANATEE COUNTY GOVERNMENT INTENT TO NEGOTIATE

SUBJECT	Group Life and Long Term Disability Insurance	DATE POSTED	MC 9/17/15 ✓ SE DS 9/17/15 ✓ SE CC N/A
PURCHASING REPRESENTATIVE	Frank Lambertson, Ext. 3042	DATE CONTRACT SHALL BE AWARDED	September 24, 2015
DEPARTMENT	Employee Health Benefits Division Human Resources Department	CONSEQUENCES IF DEFERRED	None
SOLICITATION	RFP #15-1689FL	AUTHORIZED BY DATE	Melissa Wendel, CPPO September 17, 2015

NOTICE OF INTENT TO NEGOTIATE

Notice of Intent to Negotiate with Minnesota Life, St. Paul, MN for Group Life Insurance and The Hartford Life and Accident Insurance Company, Simsbury, CT for Group Life Insurance for the Employee Health Benefits Division, Human Resources Department.

ENABLING/REGULATING AUTHORITY

Federal/State law(s), administrative ruling(s), Manatee County Comp Plan/Land Development Code, ordinances, resolutions, policy.

Manatee County Code of Laws

BACKGROUND/DISCUSSION

PROJECT BACKGROUND:

Manatee County Government, a political subdivision of the State of Florida (hereafter referred to as MCG) seeks to obtain proposals for a fully insured Life Insurance policy and a fully insured Long Term Disability Insurance (LTD) policy. This coverage would be offered to the approximately 3200 benefits eligible employees and retirees of the Board of County Commissioners, Sheriff, Tax Collector, Port, Property Appraiser, Housing Authority and Supervisor of Elections offices. MCG is requesting an effective date of 1/1/2016 and currently utilizes the same carrier, The Standard, for both Life and LTD coverages.

SOLICITATIONS:

The RFP was advertised on the Manatee County website, DemandStar, and was also provided to the Manatee County Chamber of Commerce for release to its members. Nine (9) proposals were received.

Manatee County Firms that were directly solicited:

None

Manatee County Firms that submitted proposals:

None

Local firms that submitted proposals include:

Cigna Group, Tampa, FL

Other (non-local) firms that submitted proposals include:

Aetna Life, Hartford, CT
MetLife, Aurora, IL

ATTACHMENTS (List in order of attached)	N/A	FUNDING SOURCE (Acct Number & Name)	<input checked="" type="checkbox"/> Funds Verified <input type="checkbox"/> Insufficient Funds
COST	Annual Est.: \$545,633.00	AMT/FREQ OF RECURRING COSTS (Attach Fiscal Impact Statement)	N/A

Minnesota Life Insurance Company, St. Paul, MN
Prudential, Roseland, NJ
Standard, Portland, OR
The Hartford, Simsbury, CT
Unum, Portland, ME
Voya, Minneapolis, MN

EVALUATION COMMITTEE (VOTING) MEMBERS:

Name, Title, Department

Christine Clyne, Director of Employee/Public Relations, Clerk of the Circuit Court
Carol Laudicina, Manatee County Sheriff's Office
Antonia Medina, Manatee County Tax Collector
Melody Vilt, Employee Health Benefits Supervisor, Human Resources Department
Frank Lambertson, Contracts Negotiator, FMD (chairperson)

Non-Voting Members

Name, Title, Department

Kim Stroud, Health Benefits Manager, Human Resources Department
Rodney Barnes, Director, Human Resources Department

EVALUATION RESULTS:

The Evaluation Committee Meeting #1 convened on July 28, 2015 2:00 P.M. – 3:30 P.M. to discuss procedures and responsibilities of Evaluation Committee members as they review the submitted proposal.

The Evaluation Committee Meeting #2 convened on August 6, 2015 3:00 P.M. – 4:00 P.M. to discuss members evaluation result and it was decided to developed a shortlist of proposers for oral presentations.

Oral presentations were made to the Evaluation Committee on August 27, 2015 from 1:00 P.M. to 4:00 P.M. by the shortlisted proposers.

The final Evaluation Committee Meeting (#3) was convened on September 3, 2015 3:00 P.M. to discuss the offers based on the RFP's requirements and the oral presentations, continuing the acquisition process with the Committee's recommendation to the County Administrator. The Committee discussed the following as it relates to each of the proposers which are listed below in alphabetical order.

Aetna Life, Hartford, CT – The Aetna Life proposal and presentation were both well received by the Evaluation Committee. Additionally, the firm provides the same adjudication site as our Employee Health Benefits Program which would make for an efficient plan installation and implementation; workable software platform for long term disability and a self-service employer secure website; aggressive rate proposal; and a strong financial standing.

Minnesota Life Insurance Company, St. Paul, MN – Minnesota Life presentation supported their vast experiences and expertise as described in their proposal with references throughout the State of Florida. Highlights of the evaluation committee comments include: proposed top tier flexible technology; significant benefit savings to the employee group; account manager established a hands on single point of contact approach; high client retention and the firm expressed confidence that the waiver of premium process would be a smooth process with other carriers.

The Hartford, Simsbury, CT – demonstrated their exceptional qualification via their proposal and oral presentation. Of particular importance was: an aggressive cost proposal for Long Term Disability benefit claims customer support team; express pay on claims; experienced LTD case management; a sophisticated application for online claim status and self-service; and an expeditious implementation plan.

The Evaluation Committee has determined that it is in the County's best interest to split the engagement for Group Life and Long Term Disability between Minnesota Life (Group Life) and The Hartford (Long Term Disability) and while this

will require additional program administration from Employee Health Benefits Department the extensive savings to the County and their employee's is well worth the effort. Based on our projected expenses Group Life and Long Term Disability (core and buy up) the County has estimated a decrease in cost of thirty one percent (31%) or \$797,897.00 in total savings to the County and Employees.

A motion was made by Christine Clyne, Director of Employee/Public Relations, Clerk of the Circuit Court to select Minnesota Life Insurance Company, St. Paul, MN for Group Life Insurance and The Hartford Company, Simsbury, CT for Long Term Disability Insurance. Carol Laudicina, Manatee County Sheriff's Office, Human Resources Division seconded the motion, a vote was called by the Chairperson and the motion was approved 5-0 by the Evaluation Committee. The following individuals voted in favor of this motion:

REMAINING RESPONDENTS:

These remaining respondents, although well qualified, were not selected based on a comparison of capabilities of the selected firm.

- Cigna Group, Tampa, FL
- MetLife, Aurora, IL
- Prudential, Roseland, NJ
- Standard, Portland, OR
- Unum, Portland, ME
- Voya, Minneapolis, MN

ESTIMATED COST OF SERVICES:

Annual estimated cost is \$545,633.00

FUNDING:

- Core Group Life: 820-0000000-202111
- Core Long Term Disability: 820-0000000-202102

The above justifications are a generalized summary of major observations intended only to provide the County Administrator a sufficiently detailed overview of the main observations of a majority of Committee Members. Each Committee Member may have considered one or more facts or factors more or less important than the other Committee Members when voting, and this summary of the Evaluation Committee's decision is not an attempt to exhaustively describe each of the relevant factors which motivated each of the Committee Members to select the rankings described.

The resulting agreements will be managed by the Employee Health Benefits Division, Human Resources Department.