



COMMISSIONERS COURT
COMMUNICATION

REFERENCE NUMBER _____

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DATE: 12/13/2022

SUBJECT: **RFP NO. 2023-012 - ANNUAL CONTRACT FOR VOLUNTARY GROUP BENEFIT PLANS - HUMAN RESOURCES - METROPOLITAN LIFE INSURANCE COMPANY AND SUBSIDIARIES - PER CONTRACT TERMS**

COMMISSIONERS COURT ACTION REQUESTED

It is requested that the Commissioners Court award RFP No. 2023-012, Annual Contract for Voluntary Group Benefit Plans, for Human Resources, to Metropolitan Life Insurance Company and Subsidiaries at the per contract terms.

BACKGROUND

Notice of the County's intent to bid was advertised in local newspapers, as required by State statute, and posted on the Internet, the Arlington Black Chamber of Commerce, the Fort Worth Hispanic Chamber of Commerce, the Fort Worth Metropolitan Black Chamber of Commerce, and the Tarrant County Asian American Chamber of Commerce. Seventy-six (76) vendors were contacted and requested to participate in this proposal process. All documents pertaining to this RFP were posted on the Tarrant County website and were downloaded by interested parties. A pre-proposal conference held on September 27, 2022 was attended by ten (10) vendors as well as representatives from Gallagher Benefit Services, Human Resources, and Purchasing. Fourteen (14) proposals and one (1) no-bid were received.

Under the guidance of Gallagher Benefit Services, the County solicited proposals for multiple insurance products to the benefit of all County employees, eligible retirees, and all interested members of the National Association of Counties (NACo).

Proposals were evaluated by Human Resources, Budget and Risk Management, Auditor's Office, and Purchasing representatives with the guidance of Gallagher Benefit Services. Evaluations were based upon the criteria and processes set forth in the RFP.

The Prudential Insurance Company of America and Transamerica Life were deemed non-responsive for failure to submit a signed addendum as required. Aflac was deemed non-responsive for failure to sign the Compliance with Federal and State Laws Form as required. UNUM, Standard Insurance Company, and United Healthcare Insurance Company were deemed non-responsive for failure to submit references as required.

Metropolitan Life Insurance Company and Subsidiaries and PPLSI received a tie score for Identity Theft insurance. The evaluation committee determined that it was in the best interest of the County to award all to Metropolitan Life Insurance Company and Subsidiaries for ease of enrollment, billing, and a streamlined customer service platform.

SUBMITTED BY:	Purchasing	PREPARED BY: APPROVED BY:	Elaine Johnson, CPPB Chris Lax, CPSM, CPSD, CPCP
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The proposal received from Metropolitan Life Insurance Company and Subsidiaries meets all specifications and is acceptable to Human Resources, Budget and Risk Management, and the Auditor's Office.

The term of the contract is thirty-six (36) months, effective December 13, 2022, with two (2) options for renewal periods of twelve (12) months each.

Therefore, it is the joint recommendation of Human Resources, Budget and Risk Management, the Auditor's Office, and Purchasing that RFP No. 2023-012, Annual Contract for Voluntary Group Benefit Plans, be awarded to Metropolitan Life Insurance Company and Subsidiaries at the per contract terms.

FISCAL IMPACT

Insurance products will be paid by benefit-eligible employees and retirees.