



## COMMISSIONERS COURT COMMUNICATION

REFERENCE NUMBER \_\_\_\_\_

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DATE: 04/18/2023

**SUBJECT: APPROVAL OF AGREEMENTS AND APPLICATIONS FOR  
VOLUNTARY GROUP BENEFIT PLANS WITH METROPOLITAN  
LIFE INSURANCE COMPANY**

### **COMMISSIONERS COURT ACTION REQUESTED**

It is requested that the Commissioners Court approve the agreements and applications for voluntary group benefit plans with Metropolitan Life Insurance Company and its subsidiaries and subcontractors effective July 1, 2023.

### **BACKGROUND**

On December 13, 2022 through Court Order #139955, the Commissioners Court approved the award of RFP No. 2023-012, Annual Contract for Voluntary Group Benefit Plans, to Metropolitan Life Insurance Company and its subsidiaries. Human Resources, the Auditor's Office, the Criminal District Attorney's Office, Gallagher Benefit Services, and Metropolitan Life Insurance Company and its subsidiaries and subcontractors have since worked to finalize documents outlining benefit provisions and agreement terms as well as ensuring employee confidentiality. The initial term of the agreements and applications begins on July 1, 2023 and ends on December 31, 2025 with two (2) options for renewal periods of twelve (12) months each. Rollout of the plans will begin in April 2023 for an effective date of July 1, 2023.

The new voluntary group benefit plans include the following:

- Accident
- Cancer
- Critical Illness
- Hospital Indemnity
- Identity Theft
- Legal
- Life
- Pet Insurance.

The Criminal District Attorney's Office reviewed the agreements and applications as to form.

SUBMITTED BY:	Human Resources	PREPARED BY: APPROVED BY:	Anjanie Ramnarine
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### **FISCAL IMPACT**

Insurance premiums for the voluntary group benefit plans will be paid by benefit-eligible employees and retirees. The cost to the General Fund for mailing and printing services is expected to total no more than \$2,000.00.