



PUBLIC HEARING AGENDA ITEM

DATE OF PUBLIC HEARING: September 1, 2020
SUBJECT: Amendment to the Unum Group Life and Disability Insurance Policies
FROM: Terri Lautt, Director
AGENCY/DEPARTMENT: People and Culture Services
HEARD AT STUDY SESSION ON: October 15, 2019
AUTHORIZATION TO MOVE FORWARD: <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
RECOMMENDED ACTION: That the Board of County Commissioners approve Amendment No. 4 to the Unum Group Disability Insurance Policy effective January 1, 2020 and Amendment No.8 to the Unum Group Life and Accidental Death and Dismemberment (ADD) Insurance Policy effective January 1, 2020 as approved through Study Session and Amendment No. 9 to the Unum Group Life and Accidental Death and Dismemberment (ADD) Insurance Policy effective June 1, 2020.

BACKGROUND: The Board of County Commissioners previously entered into a contract with Unum Life Insurance Company of America (“Unum”), to provide a Life and Disability Group Insurance Policy for all benefit-eligible employees.

The attached Amendment No. 4 to the Unum Group Disability Insurance Policy amends the contract to change the eligibility rules and increase the maximum monthly long-term disability benefit from 60% up to \$5,000 per month to 60% up to \$9,000 per month providing additional income replacement for high income earners effective January 1, 2020 as approved through study session.

The attached Amendment No. 8 to the Unum Group Life and Accidental Death and Dismemberment (ADD) Policy amends the contract to change the eligibility rules effective January 1, 2020 as approved through study session.

The attached Amendment No. 9 to the Unum Group Life and Accidental Death and Dismemberment (ADD) Policy amends the contract to include guarantee issue life insurance coverage for employees and dependents who incur a life changing event during the plan year, effective June 1, 2020.

AGENCIES, DEPARTMENTS OR OTHER OFFICES INVOLVED:

People and Culture Services
County Manager's Office
Budget Office
County Attorney's Office

ATTACHED DOCUMENTS:

Amendment No. 4 to the Unum Group Disability Insurance Policy effective January 1, 2020
Amendment No. 8 to the Unum Group Life ADD Insurance Policy effective January 1, 2020
Amendment No. 9 to the Unum Group Life ADD Insurance Policy effective June 1, 2020
Unum Group Contract Rate Sheet updated January 1, 2019

FISCAL IMPACT:

Please check if there is no fiscal impact ☒. If there is fiscal impact, please fully complete the section below.

Fund: 19**Cost Center:** 8622

	Object Account	Subledger	Amount
Current Budgeted Revenue:			
Additional Revenue not included in Current Budget:			
Total Revenues:			

	Object Account	Subledger	Amount
Current Budgeted Operating Expenditure:			
Add'l Operating Expenditure not included in Current Budget:			
Current Budgeted Capital Expenditure:			
Add'l Capital Expenditure not included in Current Budget:			
Total Expenditures:			

New FTEs requested: ☐ YES ☒ NO

Future Amendment Needed: ☐ YES ☒ NO

Additional Note: