



COMMISSIONERS COURT CONTRACT FORM

CONTRACT SUMMARY

Approve and authorize the First Amendment to the Disability Insurance Policies for Short and Long Term Disability insurance coverage with The Standard Insurance Company. Contract No. 2020-0346.

ADDITIONAL BACKGROUND:

The County of El Paso currently offers several ancillary benefits to its employees including Short Term Disability (STD) and Long Term Disability (LTD). Short and Long Term Disability is offered to employees on a voluntary basis through The Standard Insurance Company which was awarded the bid on September 18, 2017 by the Commissioners Court. Currently, there are approximately 761 County employees enrolled in Short Term Disability and approximately 658 County employees enrolled in Long Term Disability.

The attached amended policies acknowledge the waiver of the 90 day services waiting period for newly eligible employees. The Court approved the waiver on March 30, 2020. The new eligibility date will be the first day of the month following the employees' date of hire.

The First Amendment Policies for Short and Long Term Disability Insurance with The Standard Insurance Company has been reviewed by the County Attorney's Office. (2020-0346)

FISCAL IMPACT:

The County of El Paso does not have a direct fiscal impact other than costs associated with administration. The fiscal responsibility of this ancillary service rests with the voluntary applicants.

PRIOR COURT ACTION:

September 18, 2017, Item #21, Commissioners Court awarded Short and Long Term Disability to The Standard Insurance Company. (RFP # 17-033)

December 11, 2017, Item #3F, Commissioners Court approved the proposed Renewal Rate for Short and Long Term Disability Insurance with The Standard Insurance Company. (Contract No. 2017-0721)

March 30, 2020, Item#6, Commissioners Court approved the El Paso County's preparation and response for COVID-19 which included waiving the 90 day service waiting period for all benefits.

RECOMMENDATION:

Approve and authorize the First Amendment to the Disability Insurance Policies for Short and Long Term Disability insurance coverage with The Standard Insurance Company. Contract No. 2020-0346.

BASIC CONTRACT DETAILS

CONTRACT NO.: 2020-0346

CONTRACT TITLE: Long/Short Term Disability Group Policy /Group No. 643895 / Amendment 1 -Eligibility Date for Employees

SECOND PARTY: Standard Insurance Company

CONTRACT TYPE: Contract Modification

TERM AND BUDGET DETAILS

TERM:

EXTENSION OPTIONS:

EFFECTIVE DATE:

MOD EFFECTIVE DATE (If Applicable): 03/19/2020

EXPIRATION DATE:

MOD EXPIRATION DATE (If Applicable): 12/31/2021

EXTENSION DEADLINE DATE (If Applicable):

AMOUNT:

MOD AMOUNT (If Applicable):

APPROVALS

COUNTY ATTORNEY APPROVAL

The attached document has been given legal review by the El Paso County Attorney's Office on behalf of the County of El Paso, its officers, and employees. Said legal review should not be relied upon by any person or entity other than the County of El Paso, its officers, and employees.

COUNTY ATTORNEY: Chris Sullivan

LEGAL REVIEW: Approved as to Form as Submitted

LEGAL REVIEW NOTES (If Applicable):

DATE: 6/24/2020

DIRECTOR/DEPARTMENT HEAD APPROVAL

The undersigned hereby certifies that he/she has read the contract, understands and approves the contract terms and conditions and further certifies that the contract conforms to the bid specification, if any, and acknowledges that he/she is responsible for administering all terms and conditions.

DIRECTOR/DEPARTMENT HEAD/DESIGNEE: Sam Trujillo

DEPARTMENT CONTACT: Verence Acosta

DEPARTMENT: Human Resources

DATE: 06/24/2020