

**SUBMITTAL TO THE BOARD OF SUPERVISORS
COUNTY OF RIVERSIDE, STATE OF CALIFORNIA**

246



FROM: Human Resources Department

SUBMITTAL DATE:
October 30, 2014

SUBJECT: 2014 Amendment to the Standard Group Life and Long-Term Disability Insurance Policies
[District- All] [Total Cost - \$0] [SOURCE OF FUNDS - Department and Employee Payroll Deductions]

RECOMMENDED MOTION: That the Board of Supervisors:

1. Approve the Standard Group Insurance Amendment to Policies: 641685-"A" and "D", to clarify policy language and Evidence of Insurability (EOI) requirements;
2. Authorize the Chairperson to sign four (4) copies of the attached documents; and
3. Retain one (1) copy of the signed documents and return three (3) copies of the documents to Human Resources for distribution.

BACKGROUND:

Summary

On September 10, 2013, the Board of Supervisors approved the Standard Group Insurance Policies and Amendments. Human Resources and the Standard have further reviewed the plan policies and recommend further clarification and alignment of the policies.

Michael T. Stock
Asst. County Executive Officer/
Human Resources Director

FINANCIAL DATA	Current Fiscal Year:	Next Fiscal Year:	Total Cost:	Ongoing Cost:	POLICY/CONSENT (per Exec. Office)
COST	\$ 0	\$ 0	\$ 0	\$ 0	Consent <input type="checkbox"/> Policy <input checked="" type="checkbox"/>
NET COUNTY COST	\$ 0	\$ 0	\$ 0	\$ 0	

SOURCE OF FUNDS: Department and Employee Payroll Deductions	Budget Adjustment: No
	For Fiscal Year: 2014/15

C.E.O. RECOMMENDATION: APPROVE

BY:
Samuel Wong

County Executive Office Signature

MINUTES OF THE BOARD OF SUPERVISORS

- Positions Added
- Change Order
- A-30
- 4/5 Vote

Prev. Agn. Ref.: 09/10/13, 3-60 | **District:** All | **Agenda Number:**

3-70

FORM APPROVED COUNTY COUNSEL 11/4/14
DATE
BY: GREGORY P. PRIAMOS

Departmental Concurrence

DATE: October 30, 2014

PAGE: 2 of 2

BACKGROUND:

Summary (continued)

The Standard Basic Life insurance policies are an employer paid benefit. The coverage levels range from \$10,000 up to \$50,000. In addition to the Basic Life plans, employees may elect additional voluntary life insurance coverage.

In an effort to align administrative processes with Policy language when employees transfer between the different Policy groups, the Standard and Human Resources recommend additional clarification to Policy language. If approved, the policies will be amended to ensure supplemental life insurance coverage(s) transfer between policies without a lapse. The amended language will further clarify when an employee will be required to submit Evidence of Insurability (EOI).

The following amendments are the official documents clarifying the policy amendments and EOI changes.

Policy 641685-A and D (Attachment A) further clarifies:

- Employees who transfer from Policy 641685-A to Policy 641685-D or Policy 641685-D to Policy 641685-A, will continue with their existing supplemental life coverage levels.
- The language which required individuals who previously submitted EOI and were denied, to resubmit EOI for future elections or for an increase in life coverage, that was effective January 1, 2013 will be removed.
- The language which required individuals who previously submitted EOI and were denied, to resubmit EOI for future elections or for an increase in life coverage, that was effective March 1, 2013 (Special Open Enrollment Period) will be removed.

Impact on Residents and Businesses

There is no direct impact to private residents or private businesses in the County of Riverside.

Contract History and Price Reasonableness

Since January 2001, the Standard has partnered with the County of Riverside to offer Basic, Supplemental Life and LTD insurance coverage for employees and their dependents. There is no additional cost to the County for this recommendation. The current rates were approved by the Board and are guaranteed through July 1, 2015.

ATTACHMENTS:

- A. Request for Group Insurance Amendment – Group Number 641685-A and D

Attachment A

Standard Insurance Company

Group Insurance Amendment

Request for Group Insurance Amendment

Standard Insurance Company
900 SW Fifth Avenue
Portland, OR 97204-1282

Employee Benefits Consultant: **Brian Hedford**
Employee Benefits Service Representative: **Teresa Lollar**
Employee Benefits Sales and Service Office: **Los Angeles**

Employer Name: **County of Riverside**
Group Number: **641685 – A & D**

As an authorized representative of the Employer, I request that Standard Insurance Company ("The Standard") amend the above Employer's coverage under the Group Policy to make the following change(s):

Effective January 1, 2013:

Remove the language in the Evidence of Insurability section that states those members and spouses that previously submitted EOI and were not approved must submit EOI to elect or increase their contributory life coverage. This would apply to newly eligible members and spouses as well as all annual enrollments.

Effective March 1, 2013:

For the March 2013 open enrollment, remove the language in the Evidence of Insurability section that states those members and spouses that previously submitted EOI and were not approved must submit EOI to elect or increase their contributory life coverage.

Effective December 1, 2014:

When employees transfer from an existing County of Riverside policy into another, any additional life coverage (member/spouse/child) in effect transfers into the new plan. Any elective increases will require evidence of insurability.

Coverage for employees transitioning from an existing County of Riverside policy into another becomes effective the 1st day of the month following the date of the transition.

I request that the amendment become effective on the applicable dates show above. I understand that the amendment will not become effective unless approved and issued by The Standard.

I request that the amendment be approved by The Standard subject to The Standard's usual underwriting requirements, including, if applicable, Evidence of Insurability or a Pre-existing Condition provision.

I understand that the amendment, if approved by The Standard, will be issued in the policy language customarily used by The Standard.

I understand that any increase in Insurance for a Member who is not Actively At Work all day on the Member's last regular work day before the scheduled effective date of the amendment will be deferred until the first day after the Member completes one full day of Active Work.

I request that the amendment, if approved and issued by The Standard, become effective by its terms without any further acceptance by the Employer, and that a copy of this Request for Group Insurance Amendment form be attached to and made a part of the amendment.

Sign Name: _____ Title: _____
Authorized Representative

Print Name: _____ Date: _____

FORM APPROVED COUNTY COUNSEL

BY:  _____ DATE: 11/4/2014
TAWNY V. DEU