

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

333A



FROM: Human Resources Department

SUBMITTAL DATE:
July 30, 2014

SUBJECT: 2014 Resident Physicians Basic Life, Accidental Death and Dismemberment, and Long-Term Disability Insurance Renewal Statement [District- All] [Total Cost - \$5,040.00] [SOURCE OF FUNDS: Riverside County Regional Medical Center Departmental Budget]

RECOMMENDED MOTION: That the Board of Supervisors:

1. Ratify and approve the American Medical Association Renewal Statement for the Riverside County Regional Medical Center (RCRMC) Resident Physicians which includes (a) \$50,000 Basic Life Insurance (Basic Life) and Accidental Death and Dismemberment Insurance (AD&D); and (b) Long-Term Disability Insurance (LTD) up to \$2,500 per month (Attachment A), effective July 1, 2014 through Jun 30, 2015.

BACKGROUND:

Summary

On May 19, 2009, Item 3.26, the Board approved Basic Life, Accidental Death and Dismemberment (AD&D), and Long-Term Disability (LTD) insurance for Resident Physicians employed at Riverside County Regional Medical Center (RCRMC) and enrolled in a Graduate Medical Education (GME) Family Medicine Residency Program.

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	\$ 5,040.00	\$ 0	\$ 5,040.00	\$ 0	Consent <input type="checkbox"/> Policy <input checked="" type="checkbox"/>
NET COUNTY COST	\$ 0	\$ 0	\$ 0	\$ 0	
SOURCE OF FUNDS: Riverside County Regional Medical Center (RCRMC) Departmental Budget				Budget Adjustment: No	
				For Fiscal Year: 2014/15	

C.E.O. RECOMMENDATION:

APPROVE

BY: 8/12/14
Samuel Wong

County Executive Office Signature

MINUTES OF THE BOARD OF SUPERVISORS

On motion of Supervisor Tavaglione, seconded by Supervisor Benoit and duly carried by unanimous vote, IT WAS ORDERED that the above matter is approved as recommended.

Ayes: Jeffries, Tavaglione, Stone, Benoit and Ashley
Nays: None
Absent: None
Date: September 9, 2014
xc: H.R.

Kecia Harper-Ihem
Clerk of the Board
By: Deputy

Prev. Agn. Ref.: 05/15/2012, 3.17 | District: All | Agenda Number:

3-41

Departmental Concurrence

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

SUBMITTAL TO THE BOARD OF SUPERVISORS, COUNTY OF RIVERSIDE, STATE OF CALIFORNIA
FORM 11: 2014 Resident Physicians Basic Life, Accidental Death and Dismemberment, and Long-
Term Disability Insurance Renewal Statement [District- All] [Total Cost - \$5,040.00] [SOURCE OF
FUNDS: Riverside County Regional Medical Center Departmental Budget]
DATE: July 30, 2014
PAGE: 2 of 2

BACKGROUND:

Summary (continued)

The American Medical Association's (AMA) Med Plus Advantage products are uniquely suited to the needs of Resident Physicians and has been strategically designed to meet the Accreditation Council for Graduate Medical Education (ACGME) requirements for residency programs to provide adequate and affordable health insurance to Resident Physicians.

While the AMA administers the underwriting and premium process for the Basic Life, AD&D and LTD plans, Standard Insurance Company (the Standard) manages the claims and maintains the business relationship with the County. There are approximately 42 Resident Physicians employed at RCRMC.

Impact on Residents and Businesses

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

SUPPLEMENTAL:

Additional Fiscal Information

The current rate for Basic Life Insurance is \$17 per member per year (PMPY); \$8 PMPY for AD&D; and \$95 PMPY for LTD. The cost to provide \$50,000 Basic Life and AD&D benefits for 42 Resident Physicians is \$1,050 per year and \$3,990 per year to provide LTD benefits. For this renewal period rates will remain unchanged, and the cost will be paid from the RCRMC departmental budget. The estimated cost for FY 2014/15 is \$5,040.

Contract History and Price Reasonableness

The County has conducted business with the Standard since 2001. The Standard continues to provide the County competitive rates with multiple plan year guarantees. They are recognized as one of the top four (4) companies in the nation providing group insurance at competitive rates and underwrites our Group Basic Life and LTD insurance for LEMU, RSA, DDAA, Elected officials and employees classified as Management, Confidential or Unrepresented. Additionally, the AMA is also a well-known advocate for quality in health care. The AMA established in 1847 is the largest association of physicians and medical students in the United States.

The rates remain consistent for the current market trend. Human Resources will continue to monitor the plan to ensure it continues to meet the needs of the County and RCRMC.

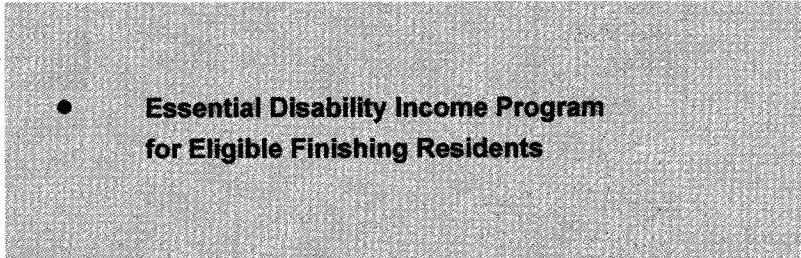
ATTACHMENTS (if needed, in this order):

- A. 2014-2015 Insurance Renewal Statement**

INSURANCE Protection for the Healers of Tomorrow



County of Riverside
Policy #644248
2014-2015 Statement
Medical Resident



Coverage Certificates and Member ID cards for Residents available on MyMedPlusAdvantage at www.medplusadvantage.com by entering 644248

Schedule of Benefits: Disability Income

- \$2,500 Monthly Benefit
- 90 Day Elimination Period
- 6 month /12 month Pre-Existing Condition
- Length of Benefit - Social Security Normal Retirement Age (SSNRA)
- Double Benefit: at the end of 12 months of permanent and total disability
- 24 Month Limit: mental & nervous disabilities and substance abuse limited to 24 months of benefits
- \$5,000 income offset, \$10,000 with permanent and total disability
- \$5,000 Lump Sum after 12 months of permanent and total disability
- 5 Year Resident Definition: unable to perform duties of a resident in good standing
- School Loan Provision: up to \$200,000 benefit available at the end of 12 months for permanent & total disability

Annual Premium		Coverage Period	07/01/2014 - 06/30/2015
Disability	\$ 95.00		
Life	\$ 25.00		
Rate Mode:	<u>Monthly</u>		

<i>Administrative or Broker Contact Change (Circle One)</i>		
Name:	N/A	
Title:	N/A	
Address:	N/A	
City/State	N/A	ZIP
Phone:	N/A	