

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



ITEM: 3.28
(ID # 20229)

MEETING DATE:

Tuesday, November 29, 2022

FROM : HUMAN RESOURCES:

SUBJECT: HUMAN RESOURCES: Approve the Request for Group Insurance Amendment to The Standard Group Policy 641685; All Districts. [Total Cost \$3,223,956, 100% Department Budgets]

RECOMMENDED MOTION: That the Board of Supervisors:

1. Approve the Request for Group Insurance Amendment to Policy 641685-G with The Standard Insurance Company ("Standard"), effective January 1, 2023 (Attachment A);
2. Authorize the Chairperson to sign three (3) copies of each Request for Group Insurance Amendment; and
3. Direct the Clerk of the Board to retain one (1) copy of the signed documents and return two (2) copies of the documents to Human Resources for distribution.

ACTION:Policy

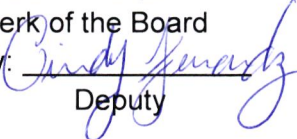

Michael Bowers, Assistant HR Director 11/1/2022

MINUTES OF THE BOARD OF SUPERVISORS

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

Ayes: Jeffries, Spiegel, Washington, Hewitt, and Perez
Nays: None
Absent: None
Date: November 29, 2022
xc: HR

Kecia R. Harper
Clerk of the Board

By: 
Deputy

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FINANCIAL DATA	Current Fiscal Year:	Next Fiscal Year:	Total Cost:	Ongoing Cost
COST	\$ 1,074,652	\$ 2,149,304	\$ 3,223,956	\$
NET COUNTY COST	\$	\$	\$	\$
SOURCE OF FUNDS: Department Budgets			Budget Adjustment: No	
			For Fiscal Year: 22/23; 23/24	

C.E.O. RECOMMENDATION: Approve

BACKGROUND:

Summary

On January 28, 2020 (Item No. 3.54), the Board approved the Tentative Agreement between the County of Riverside and Service Employees International Union, Local 721 (SEIU). The Tentative Agreement provides that the County agrees to provide a Long-Term Disability (LTD) insurance benefit to all SEIU represented employees effective the first full pay period after December 17, 2022 and that the County will contribute toward the premium cost of the LTD insurance benefit for all SEIU represented employees covered by Memorandum of Understanding (MOU).

Previously, LTD was only provided to SEIU represented employees in the SEIU Supervisory Unit with a 30-day waiting period. Employees in the SEIU bargaining unit did not receive an LTD benefit. Under the Tentative Agreement, the LTD insurance benefit will be provided to *all* SEIU represented employees with a 365-day waiting period. Effective December 29, 2022, SEIU's LTD insurance benefit will include a 365-day waiting period to provide benefits at the end of an SEIU represented employee's State Disability Insurance (SDI) short-term disability benefit.

Request for Group Insurance Amendment (Attachment A)

The attached Amendment authorizes The Standard to incorporate the following changes to the current SEIU Supervisory LTD policy (641685-G) as follows:

Effective January 1, 2023, the Group Policy 641685-G is amended as follows:

- Update the member definition to read: A Regular Service Employees International Union employee of the Employer working 20 or more hours per week.
- Benefit Waiting Period to 365 days.
- Rate to 0.325% of earnings.

Impact on Residents and Businesses

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

Contract History and Price Reasonableness

Since January 2001, the Standard has partnered with County of Riverside to offer Basic, Supplemental Life, and LTD insurance coverage for employees and their dependents. Standard continues to provide outstanding service to the County.

ATTACHMENTS:

- A. Request for Group Insurance Amendment



Meghan Hahn, Principal Management Analyst 11/16/2022



Request for Group Insurance Amendment

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

Employee Benefits Consultant: Adrien Darbouze
Employee Benefits Service Representative: Teresa Lollar
Employee Benefits Sales and Service Office: Los Angeles

Policyholder: County of Riverside
Group Number: 641685

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):

LTD Policy 641685-G - Update the
Member Definition to read: A regular Service Employees International Union employee of the
Employer working 20 or more hours per week
Benefit Waiting Period to 365 Days.
Rate to 0.325% of earnings

I request that the amendment become effective on 01/01/2023. 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: Jeff Hewitt Title: CHAIR, BOARD OF SUPERVISORS
Authorized Representative

Print Name: JEFF HEWITT Date: 11/29/22

ATTEST:
KECIA R. HARPER, Clerk
By [Signature]
DEPUTY

FORM APPROVED COUNTY COUNSEL
BY [Signature] DATE 11/28/2022
AMRIT P. DHILLON

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