

BOARD OF DIRECTORS MEETING DATE : 12/9/2024

SUBJECT: REQUEST FOR PROCUREMENT APPROVAL – 2025 EMPLOYEE BENEFITS

PREPARED BY: BRIAN BRAUN, CFO

Proposed Action:

Seeking Board approval to contract with The Guardian to provide employer sponsored employee benefits for an estimated amount of \$420,000 for plan year 2025. The actual cost is subject to variations in employee counts.

Summary:

Through the services provided by our employee benefit broker (USI), proposals were requested from multiple vendors for the following employer sponsored benefits:

- Dental
- Vision
- Long-term and short-term disability
- Life and Accidental Death and Dismemberment (AD&D)
- Paid Family and Medical Leave

Upon review, analysis and consultation with USI, we determined The Guardian offered the best package of benefits at a competitive price.

The Guardian is not providing medical benefits. C4HCO utilizes an Individual Coverage Health Reimbursement Account (ICHRA) to provide medical benefits for our staff. Through the ICHRA model staff select plans offered through the individual health insurance market, providing staff choice among multiple issuers and plan metal levels. Unlike a traditional group plan, the policy is issued in each employees name.

Staff Recommendation:

Staff recommends the approval to contract with The Guardian for non-medical employee benefits for plan year 2025.

Procurement Compliance:

Procurement Exceeds \$250,000 threshold: Yes, the total estimated expense is \$420,000.

Procurement/Business Initiative is necessary or advisable: Yes – these are benefits C4HCO has committed (and in some cases required) to provide for staff. Due to the

need to proceed with employee benefit selections for 2025 this approval is being sought simultaneously with our 2025 benefit enrollment process.

Type of procurement vehicle: These services will be contracted via an application/contract with The Guardian.

Need for RFP,RFI,RFS or similar: Our benefits broker (USI) conducted a proposal process in seeking competitive bids for these services.

Funding Source:

Funding will be provided directly by Connect for Health Colorado and was included in the approved budget for fiscal year 2025. The plan year for these benefits will cross into our next fiscal year and these contracted costs will also be included in our next fiscal year budget.