

**Floyd County Board of Commissioners
Consolidation of Voluntary Benefit
Programs**

Whereas, the Floyd County Board of Commissioners had authorized in the past private individuals working for and in behalf of insurance entities to Sell or offer various Voluntary Workplace Benefits to Floyd County Government employees.

Whereas, these carriers offer similar products and in some cases employees in Floyd County Government have elected duplicate coverages or have become unfamiliar with prior elections in the various products being offered to them.

Whereas, also Floyd County Government has taken on the burden of work for processing payroll deductions for these carriers which has also led to numerous invoices being manually audited and balanced on a monthly basis by the Auditor's office/Payroll Deputy.

Whereas, with the numerous carriers offering products the amount of plans carried under the Floyd County Section 125 benefits plan has continued to grow creating an undue administrative burden for the County.

Whereas, the amount of plan documents and information to be maintained has grown exponentially as well as the amount of compliance related material to keep current and on file.

NOW, THEREFORE,

BE IT RESOLVED, that effective 1 January 2019 the following carriers for Voluntary Workplace Benefits will be allowed to continue or become the vendors of choice for Floyd County Government:

- I) Colonial Life Insurance Company will provide benefits to include Group Short-Term Disability, Group accident, Group Cancer, and Group Critical Care coverages with authorized pretax deductions based on employee voluntary elections.
- II) Unum Life Insurance (parent company of Colonial) will provide the benefits for Group Basic Employee Life offered to employees on behalf of Floyd County as well as a Group Product for additional Voluntary Life Insurance and Accidental Death and Disability (ADD) with authorized pretax deductions based on employee voluntary elections.
- III) Fort Dearborn, formally known as Med Life, will no longer be employer supported and will be discontinued as the carrier for Basic Employee Life and as such will no longer be continued with authorized pretax deductions based on employee voluntary elections.
- IV) Dearborn National will be discontinued as the carrier offering in the past Traditional not under a Group Product offering Voluntary Life Insurance and Accidental Death and Disability (ADD) and as such will no longer be continued with authorized pretax deductions based on employee voluntary elections.
- V) American Family Life Assurance Company (AFLAC), will be discontinued as a carrier offering Traditional not under a Group Product offering Short Term Disability, Cancer, Critical Illness, and Accident coverages and as such will no longer be continued with authorized pretax deductions based on employee voluntary elections.
- VI) Voluntary Workplace Benefits are offered at the option of the Employer; are not required coverages under the Affordable Care Act, and are products in which the Employee pays the full cost of the product and are not subsidized by the Employer.

**Floyd County Board of Commissioners
Consolidation of Voluntary Benefit
Programs**


- VII) Voluntary Workplace Benefits if offered in a pre-tax status are required to be incorporated into the Employer/County Section 125 Benefits plan and remain in full compliance with Section 125 requirements.
- VIII) Employees that wish to continue with carriers and products no longer supported via pre-tax payroll deductions may continue to do so in a post-tax pay from home format based on arrangements they make with previous supported carriers/providers.
- IX) That by offering these products to its employees the County as an Employer is required to exercise Fiduciary responsibility in such a manner as to offer quality and current plan coverages to benefit eligible employees, and ensure that duplicate coverages are not chosen and overlap with an employee's selection or need.
- XII) The County Commissioners establish that the intent of this Governing Ordinance the County will provide more beneficial and narrowed selection of quality Voluntary Workplace Benefits for employees, current products will be offered as a Group Employer sponsored plans which are fully Section 125 and pre-tax compliant plans.

So Resolved on 16 October 2018

**BOARD OF COMMISSIONERS
OF THE COUNTY OF FLOYD**



D. Mark Seabrook, President



John J. Schellenberger, Commissioner



Billy Stewart, Commissioner



Attest: Scott Clark, Auditor