



STAFF REPORT

Agenda Item:	4	Name:	Charlotte Archer
Proposed No.:	FCD Resolution No. FCD2021-02	Date:	February 3, 2021

Proposed Resolution FCD 2021-02: A RESOLUTION authorizing the Chair to execute agreements for services pertaining to employee insurance benefits.

The Board of Supervisors for the King County Flood Control Zone District previously authorized the Chair to take steps to effectuate the direct hiring of the District's Executive Director and Deputy Executive Director by the District by Resolutions FCD2019-16 and FCD 2019-17. The transition became effective on November 1, 2020. In addition, the Board created the District's new positions of Engineer, Budget/Fiscal Analyst, and Administrative Manager/Clerk by Resolutions FCD2020-04 and FCD2020-17. The District is currently recruiting for these positions and intends to hire in 2021.

Prior to the transition of the Executive Director and Deputy Executive Director to direct employment by the District, the District paid King County pursuant to the ILA for all costs and expenses associated with the District's staff. Beginning with the transition, the expenses for medical, vision and dental costs for the District's staff are now a direct cost borne of the District. The direction to staff by the Board was to establish an insurance plan that provided the same insurance to the District's employees as they received as King County employees. Staff reviewed submissions from Regence BlueShield and Delta Dental of Washington (through the Northwest Benefit Alliance, which is the sole provider for small employers) for dental insurance coverages against the King County Regence BlueShield and Delta Dental of Washington plan, and plans from these providers were identified to best match those requirements. In addition, staff reviewed options for life insurance, and short- and long-term disability insurance comparable to those currently provided by King County to its employees and identified LifeMap Assurance Company as a vendor capable of offering comparable services for a small employer. Finally, Navia Benefit Solutions was identified as a vendor offering a flexible spending account solution for small employers that is comparable to the program currently offered by King County to its employees.

By Executive Committee Motions FCDEC 2020-09 and 2020-11, in September 2020, the Executive Committee authorized the Chair to execute contracts with Regence BlueShield and Delta Dental to effectuate the transition, and to waive the procurement processes pursuant to FCD2020-13, Section 3(D)(3) (which allows for the waiver of procurement for insurance services). In order to provide long-term medical/vision,

dental, life/AD&D, and FSA services to the District's employees, commensurate with those offered to King County employees, the Board must authorize long-term contracts with these vendors. As the Board's request for commensurate insurance offerings to those offered to King County employees limited the available vendors, this Resolution would also ratify the Executive Committee's waiver of the District's procurement provisions for these services and separately waive the same.

Attachments

Resolution No. FCD2021-02