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RESOLUTION NO. 2026-245

SPONSOR Executive Shapiro

DATE September 21, 2026 COMMITTEE Personnel

**A Resolution confirming the award by the Board of Control of a professional service contract with The Guardian Life Insurance Company, for dental and life insurance services, for a three-year term, in an amount not to exceed $6,102,000.00, for the Executive's Department of Human Resources – Division of Employee Benefits, and declaring an emergency.**

WHEREAS, after issuing a Request for Proposals to thirteen vendors for dental coverage and life insurance and, following the receipt of four proposal packages, the Executive has selected The Guardian Life Insurance Company ("Guardian Life") as the most qualified firm to provide such services based on the evaluation criteria, including guaranteed rate structure, rate caps, plan structure, implementation and employee satisfaction; and

WHEREAS, Guardian Life's proposal included a two-year rate guarantee, a renewal rate cap for year three, a 2% platform credit, and $30,000.00 implementation credit. Guardian Life currently provides Basic and Voluntary Group Life and AD&D Insurance for County employees. The aforementioned recommendation considered modest premium differentials justified by improved client/member experience and provider access; and

WHEREAS, the three-year agreement, for a total amount not to exceed $6,102,000.00 (Year 1 - $1,905,000.00; Year 2 - $2,031,000.00; Year 3 - $2,166,000.00), includes annual renewal premiums capped at 7% after the first year, in which premium rates are $16.16 for single coverage and $47.89 for family coverage; and

WHEREAS, the Board of Control, at its meeting held on September 16, 2026, awarded a professional service contract with Guardian Life for dental and life insurance services, for a three-year term, in an amount not to exceed $6,102,000.00, subject to confirmation by this Council; and

WHEREAS, this Council finds and determines, after reviewing all pertinent information, that the aforementioned professional service contract with Guardian Life is necessary and in the best interest of the County of Summit;

NOW THEREFORE, BE IT RESOLVED by the Council of the County of Summit, State of Ohio, that:

SECTION 1

The award by the Board of Control of a professional service contract with The Guardian Life Insurance Company for dental and life insurance services, for a three-year term, in an amount not to exceed $6,102,000.00, is hereby confirmed and the Executive is hereby authorized to execute said professional service contract and any other necessary related documents.

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SECTION 2

This Resolution is hereby declared an emergency in the interest of the health, safety and welfare of the residents of the County of Summit, and for the further reason to immediately provide the County and its employees with dental coverage and life insurance.

SECTION 3

Provided this Resolution receives the affirmative vote of eight members, it shall take effect immediately upon its adoption and approval by the Executive; otherwise, it shall take effect and be in force at the earliest time provided by law.

SECTION 4

It is found and determined that all formal actions of this Council concerning and relating to the adoption of this Resolution were adopted in an open meeting of this Council, and that all deliberations of this Council and of any of its committees that resulted in such formal action, were in meetings open to the public, in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

INTRODUCED September 21, 2026

ADOPTED October 5, 2026

Signed by: Monique Willis
CLERK OF COUNCIL

Signed by: Erin Dickinson
PRESIDENT OF COUNCIL

APPROVED October 5, 2026

for
EXECUTIVE

Voice Vote – YES: 11 – 0: Darrow, Dickinson, Donofrio, Ford, Higham, Kacyon, Licate, McKenney, Schmidt, Walters, Wilhite

ENACTED EFFECTIVE October 6, 2026