

Committee Report

Management Committee



Committee meeting date: July 23, 2025

For the Metropolitan Council: August 13, 2025

Business Item: 2025-176

Long Term Disability Insurance, Contract 25P013

Proposed action

That the Metropolitan Council authorize the Regional Administrator to negotiate and execute contract 25P013 with MetLife to provide Long Term Disability insurance for all eligible Council employees in the amount not to exceed \$2,298,256.

Summary of Management Committee discussion/questions

Staff answered the committee member's question about the rate caps, eligibility of Long Term Disability, and rate decrease.

Motion by Barber; Seconded by Lilligren; Motion Carried.



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District(s), member(s):	All
Policy/legal reference:	FM14-2 - Expenditures for the Procurement of Goods, Services, and Real Estate Policy
Staff prepared/presented:	Michelle Murray, Sr HR Manager, Benefits, 651-602-1390; Cassandra Tabor, Chief Human Resources Officer, 651-602-1417
Division/department:	Regional Administration/Human Resources

Proposed action

That the Metropolitan Council authorize the Regional Administrator to negotiate and execute contract 25P013 with MetLife to provide Long Term Disability insurance for all eligible Council employees in the amount not to exceed \$2,298,256.

Background

The Metropolitan Council provides Long Term Disability insurance for eligible employees. Metropolitan Council pays the full premium cost for long-term disability insurance for employees in the following bargaining units: AFSCME, Non-Rep, MANA, Local 35, Machinists, TMSA, and Teamsters. This plan provides for income replacement in instances of a qualifying disability. The Council utilizes an insurance company to provide account administration which includes claim processing and customer service along with a fully insured insurance product for the payment of any claims. The Council currently has approximately 2,000 employees eligible and enrolled in Long Term Disability.

A Request for Proposals was issued on March 7, 2025. A pre-proposal meeting was hosted by Council staff that outlined the solicitation requirements, discussed project specifications and responded to plan holder inquiries. There were twelve registered plan holders, seven prime proposers, three subcontractors, two plan rooms and one plan holder identified as minority, woman, veteran, small or disadvantaged enterprises. The Council received four proposals on April 8, 2024, to be evaluated for the consideration of award and used the proposer quality, qualifications of the proposer, experience of the proposer, and price of the proposal as the criteria for evaluation. The evaluation panel reached consensus that the proposal submitted by Metropolitan Life is the most advantageous to the Council and recommend for award.

Rationale

The execution of a professional service contract exceeding \$500,000 requires Council approval.

Thrive lens analysis

On Feb. 12, 2025, the Council adopted Imagine 2050, which builds on policy direction in Thrive MSP 2040. Under the Thrive lens, the Long-Term Disability Insurance contract supports the Thrive outcomes of Stewardship and Sustainability by providing these services at a sustainable cost over the next five years.

Funding

Funding for this service is included in each division's Council operating budget.

Small business inclusion

The Office of Equity and Equal Opportunity (OEEO) thoroughly reviewed this procurement for Metropolitan Council Underutilized Business (MCUB) opportunities in accordance with federal and state laws and regulations as well as contract specifications. Upon conclusion of OEEO's research and analysis, no MCUB goal was set.

