



TITLE/DESCRIPTION: CONTRACT: LIFE INSURANCE BENEFITS FOR A PERIOD OF ONE YEAR WITH THREE, ONE-YEAR OPTIONS VENDOR: THE GUARDIAN LIFE INSURANCE COMPANY OF AMERICA AMOUNT: ESTIMATED AMOUNT OF \$318,412 FOR THE FIRST YEAR	Resolution No.: 2026-66
	Date: September 17, 2026
	Initiator: Labor and Employee Relations Department
ACTION REQUEST: ☒ Approval ☐ Review/Comment ☐ Information Only ☐ Other _____	

- 1.0 PURPOSE/SCOPE: This action will allow the Greater Cleveland Regional Transit Authority ("Authority") to enter into a contract to offer its employees life insurance benefits for a period of one year with three, one-year options.
- 2.0 DESCRIPTION/JUSTIFICATION: The Authority provides medical, prescription drug, dental, vision, life, COBRA, and flexible spending account benefits to its employees. This action will enable the Authority to continue to provide life insurance benefits for the period January 1, 2027 through December 31, 2027, with the ability option to exercise up to three, one-year options.
- 3.0 PROCUREMENT BACKGROUND: The Request for Proposals ("RFP") was posted on the Authority's Procurement Department website and advertised in the local newspapers. Providers were permitted to propose on any or all lines of coverage. Proposals were received on June 16, 2026. A panel of Authority employees, along with Oswald Companies, the Authority's Benefits Consultant, evaluated the proposals in accordance with established Procurement policies and procedures. After negotiations, the proposal of The Guardian Life Insurance Company of America ("Guardian"), to provide life insurance benefits was determined to be the most advantageous to the Authority, with price and all other factors considered.
- Projected costs are based on current enrollment and rates established for each specific plan for the year 2027 and on anticipated enrollment and rates for each of the option years. A cost analysis was performed by the Procurement Department, and the proposal of Guardian, as modified by negotiations, has been determined to be fair and reasonable to the Authority.
- 4.0 DBE BACKGROUND: As a result of the USDOT Interim Final Rule published in the Federal Register and made effective October 3, 2025, DBE goal setting has been suspended on the Authority's projects until further notice.
- 5.0 POLICY IMPACT: This procurement must be completed in order to permit the Authority to enroll employees in its life insurance benefit program as required by the Authority's personnel policies and contractual agreements with the labor unions.
- 6.0 ECONOMIC IMPACT: This contract will be funded through the General Fund, various department budgets, in an estimated amount of \$318,412 for the first year. This is a 16% decrease in the total projected costs for plan year 2027 based on anticipated enrollment.

- 7.0 ALTERNATIVES: Reject this offer. Rejection of this offer would risk not having these benefits available to the Authority's employees which would cause the Authority to be non-compliant with its personnel policies and union labor agreements.
- 8.0 RECOMMENDATION: This procurement was discussed by the Board of Trustees at the September 8, 2026 Organizational, Services & Performance Monitoring Committee meeting. It is recommended that the offer from Guardian, as negotiated, be accepted and the resolution adopted authorizing the General Manager, Chief Executive Officer to enter into a contract.
- 9.0 ATTACHMENTS: None

Recommended and certified as appropriate to the availability of funds, legal form, and conformance with the Procurement requirements.



General Manager, Chief Executive Officer

RESOLUTION NO. 2026-66

AUTHORIZING CONTRACT NO. 2026-51E WITH THE GUARDIAN LIFE INSURANCE COMPANY OF AMERICA TO PROVIDE LIFE INSURANCE BENEFITS FOR A PERIOD OF ONE YEAR WITH THREE, ONE-YEAR OPTIONS IN AN ESTIMATED AMOUNT OF \$318,412 FOR THE FIRST YEAR (GENERAL FUND, VARIOUS DEPARTMENT BUDGETS)

WHEREAS, the Greater Cleveland Regional Transit Authority ("Authority") provides life insurance benefits to its employees; and

WHEREAS, the proposal from The Guardian Life Insurance Company of America ("Guardian"), located at 6150 Oak Tree Boulevard, Suite 550, Independence, Ohio, 44131, to provide life insurance benefits to the Authority's employees for a period of one year with three, one-year options was received on June 16, 2026; and

WHEREAS, negotiations with Guardian have resulted in an estimated amount of \$318,412 based on the rates submitted and the anticipated utilization; and

WHEREAS, the General Manager, Chief Executive Officer deems the negotiated offer from Guardian to be in the best interest of the Authority, with price and all other factors considered, and recommends acceptance thereof by the Board of Trustees.

NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees of the Greater Cleveland Regional Transit Authority, Cuyahoga County, Ohio:

Section 1. That the offer from Guardian, as negotiated, to provide life insurance benefits to the Authority's employees for a period of one year with three, one-year options be and the same is hereby accepted.

Section 2. That the General Manager, Chief Executive Officer of the Authority be and she is hereby authorized to enter into a contract with Guardian to provide life insurance benefits to Authority employees for a period of one year commencing January 1, 2027 and ending December 31, 2027, with authority to exercise three, one-year options.

Section 3. That said contract shall be payable from the General Fund, various department budgets, in an estimated amount of \$318,412 for the first year. Projected costs are based on current enrollment and rates established for each specific plan year.

Section 4. That said contract shall be binding upon and an obligation of the Authority, contingent upon future funding, compliance by the contractor with the specifications and addenda, if any; bonding and insurance requirements and all applicable laws relating to contractual obligations of the Authority.

Section 5. That this resolution shall become effective immediately upon its adoption.

Adopted: SEPTEMBER 22, 2026



President

Attest:



Interim Secretary-Treasurer