



RESOLUTION No. _____

OF THE BOARD OF SUPERVISORS OF THE COUNTY OF NEVADA

RESOLUTION APPROVING THE PROFESSIONAL SERVICES CONTRACT BETWEEN THE COUNTY OF NEVADA AND NAVIA BENEFIT SOLUTIONS TO ADMINISTER THE COUNTY'S FLEXIBLE SPENDING ARRANGEMENT, DEPENDENT CARE FLEX AGREEMENT, HEALTHCARE REIMBURSEMENT ACCOUNTS THIRD-PARTY RETIREE BENEFIT ADMINISTRATION AND COBRA ADMINISTRATION FOR THE PERIOD BEGINNING SEPTEMBER 1, 2025 THROUGH DECEMBER 31, 2028, AND AUTHORIZING THE HUMAN RESOURCES DIRECTOR TO EXECUTE THE AGREEMENT ON BEHALF OF THE COUNTY OF NEVADA

WHEREAS, on August 10, 2021, the Board approved Resolution 21-359 entering into an Agreement with Voya Benefits Company for third-party retiree benefit administration and COBRA administration for the period September 1, 2021 through December 31, 2024; and

WHEREAS, on November 26, 2024, the Board approved Resolution 24-606 whereby the Parties entered into a new Agreement for third-party retiree benefit administration and COBRA administration for the period January 1, 2025 through December 31, 2025; and

WHEREAS, on September 28, 2021, the Board approved Resolution 21-421 entering into an Agreement with Voya Benefits Company to administer the County's Flexible Spending Arrangement, Dependent Care Flex Agreement, and Healthcare Reimbursement Accounts for the period January 1, 2022 through December 31, 2027 which will terminate early on December 31, 2025; and

WHEREAS, Voya's administration of the County's retiree dental and vision benefits and COBRA administration and the administration of the Flexible Spending Arrangement, Dependent Care Flex Agreement, and Healthcare Reimbursement Accounts did not meet County expectations and serve our employees, COBRA recipients, and retirees effectively; and,

WHEREAS, the County's benefits broker Keenan and Associates negotiated an agreement with Navia Benefit Solutions to administer our retiree vision and dental benefits and mandated COBRA benefits, Flexible Spending Arrangement, Dependent Care Flex Agreement, and Healthcare Reimbursement Accounts; and

WHEREAS, Navia Benefit Solutions is well qualified to administer the County's Flexible Spending Arrangement, Dependent Care Flex Agreement, and Healthcare Reimbursement Accounts and act as our third-party administrator for our retiree and COBRA vision and dental benefits administration; and

WHEREAS, the County desires to enter into a Professional Services Contract with Navia Benefit Solutions for administration of the County's Flexible Spending Arrangement, Dependent Care Flex Agreement, and Healthcare Reimbursement Accounts and to act as third-party administrator for retiree and COBRA vision and dental benefits administration which will provide better services for our employees, retirees and COBRA recipients; and

WHEREAS, Navia Benefit Solutions overall administrative fee structure costs less than our current vendor; and

WHEREAS, Navia Benefit Solutions has agreed to act as the administrator of the County's Flexible Spending Arrangement, Dependent Care Flex Agreement, and Healthcare Reimbursement Accounts and act as our third-party administrator for our retiree and COBRA vision and dental benefits.

NOW, THEREFORE, BE IT RESOLVED by the Board of Supervisors of the County of Nevada that the Professional Services Contract by and between the County of Nevada and Navia Benefit Solutions for the administration of the County's Flexible Spending Arrangement, Dependent Care Flex Agreement, and Healthcare Reimbursement Accounts and to act as our third-party administrator for our retiree and COBRA vision and dental benefits administration is hereby approved in the form attached hereto as Exhibit A, and the Human Resources Director is hereby authorized to execute the Agreement.