

35712
ADOPTED-BOARD OF TRUSTEES
COMMUNITY COLLEGE DISTRICT NO. 508
DECEMBER 4, 2025

BOARD OF TRUSTEES OF COMMUNITY COLLEGE DISTRICT NO. 508
COUNTY OF COOK AND STATE OF ILLINOIS

GROUP AND VOLUNTARY SUPPLEMENTAL LIFE AND ACCIDENTAL DEATH/DISEMBLEMENT, AND
VOLUNTARY DISABILITY AND CRITICAL ILLNESS INSURANCE PLANS
DEARBORN LIFE INSURANCE COMPANY d/b/a BLUE CROSS BLUE SHIELD OF ILLINOIS
OFFICE OF HUMAN RESOURCES AND STAFF DEVELOPMENT
DISTRICT WIDE

THE CHANCELLOR RECOMMENDS:

that the Board of Trustees authorizes the Chair, upon final approval of the General Counsel of the legal form of such agreement, to exercise an agreement with Dearborn Life Insurance Company d/b/a Blue Cross Blue Shield of Illinois to provide Basic Life, Supplemental Life, Accidental Death & Dismemberment (AD&D), Supplemental AD&D, Short-Term Disability (STD), Voluntary Short-Term Disability (VSTD), Voluntary Long-Term Disability (VLTD), and Voluntary Critical Illness Insurance (collectively Insurance and Benefits) for the period from January 1, 2026, through December 31, 2026, at a total cost not to exceed \$2,100,000.00.

VENDOR: Dearborn Life Insurance Company d/b/a Blue Cross Blue Shield of Illinois
701 E. 22nd St. Suite 300
Lombard, IL 60148

USERS:

All eligible full-time active employees and retirees (Group Life Plan (Basic Life & AD&D)
Active employees (self-choice) (Voluntary STD and LTD and Voluntary Critical Illness)
Local 1708 full-time employees (Group AD&D and Group Short-term Disability Plans)

TERM:

The term of this agreement shall commence January 1, 2026, and continued through December 31, 2026.

SCOPE OF SERVICES:

Blue Cross Blue Shield of Illinois provides:

- Employer-paid group term life insurance to all eligible full-time active employees and retirees.
- Employer-paid group accidental death and dismemberment and short-term disability (STD) coverage for Local 1708 full-time employees
- Employee-paid (voluntary) Short and Long-Term Disability, Critical Illness and Supplemental Life Insurance.

BENEFIT TO CITY COLLEGES OF CHICAGO:

The vendor will allow City Colleges of Chicago to provide competitive marketplace benefits to attract and retain employees and satisfy the terms of Local 1600 and 1708 union collective bargaining agreements. Below are the new vendor rates:

- FT Active Employee Coverage: \$0.066/\$1,000 of life coverage (Current \$0.066/\$1,000)
- Local 1600 Retiree Coverage: \$0.990/\$1,000 of life coverage (Current \$0.990/\$1,000)

- Other Retiree Coverage: \$0.769/\$1,000 of life coverage (Current \$0.769/\$1,000)
- Local 1708 FT STD Coverage: \$0.096/\$10 of disability (Current \$0.102/\$10)

VENDOR SELECTION CRITERIA:

In accordance with the sole source policy and procedures, this purchase is exempt from the district's competitive bidding process. This is a one-time request for a vital benefit service required to be maintained, as an RFP process is completed and awarded.

MBE/WBE COMPLIANCE:

The Office of Procurement Services has reviewed the proposed compliance plan and determined the Vendor has complied with the Board Approved MBE/WBE Contract Participation Plan:

<u>Vendor</u>	<u>MBE or WBE</u>	<u>%</u>	<u>Participation</u>	<u>Certifying Agency</u>
Viva USA, Inc. 3601 Algonquin Rd., Suite 425 Rolling Meadows, IL 60008	MBE	15	Indirect	State of IL – CEI
Innovative Systems Group, Inc. 799 Roosevelt Rd., Bldg. 4-Ste. 109 Glen Ellyn, IL 60137	MBE	10	Indirect	State of IL - CEI
Richard's Graphic Communications, Inc. 2700 Van Buren St Bellwood, IL 60104	WBE	7	Indirect	State of IL - CEI

GENERAL CONDITIONS:

Inspector General – It shall be the duty of each party to the agreement to cooperate with the Inspector General for City Colleges of Chicago in any investigation conducted pursuant to the Inspector General's authority under Article 2, Section 2.7.4(b) of the Board Bylaws.

Ethics – It shall be the duty of each party to the agreement to comply with the applicable provisions of the Board's Ethics Policy adopted January 7, 1993, and as amended by the Board.

Contingent Liability – Pursuant to Section 7-14 of the Illinois Public Community College Act, all agreements authorized herein shall contain a clause that any expenditure beyond the current fiscal year is subject to appropriation in the subsequent fiscal year.

FINANCIAL

Total: \$2,100,000

Charge to: Office of Human Resources

Source of Funds: Education Fund

Budget Line: 00003-0025006-520000-80000

Respectfully submitted,
Juan Salgado
 Chancellor

December 4, 2025 - Office of Human Resources and Staff Development