

**35885**  
**ADOPTED – BOARD OF TRUSTEES**  
**COMMUNITY COLLEGE DISTRICT NO. 508**  
**JUNE 4, 2026**

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

**GROUP AND VOLUNTARY SUPPLEMENTAL LIFE AND ACCIDENTAL DEATH/DISEMBEUREMENT, AND**  
**VOLUNTARY DISABILITY AND CRITICAL ILLNESS INSURANCE PLANS**  
**METROPOLITAN LIFE INSURANCE COMPANY, SUBSIDIARY OF METLIFE, INC.**  
**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 Metropolitan Life Insurance Company, subsidiary of MetLife, Inc., 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, 2027, through December 31, 2029 at a total cost not to exceed \$2,500,000.00.

**VENDOR:** Metropolitan Life Insurance Company, subsidiary of MetLife, Inc.  
200 Park Avenue  
New York, New York 10166

**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, 2027, and continue through December 31, 2029, with two (2) options to renew for one (1) year each.

**SCOPE OF SERVICES:**

Metropolitan Life Insurance Company, subsidiary of MetLife, Inc., 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: \$0.047/\$1,000 of life coverage (Current \$0.066/\$1,000)
- Local 1600 Retiree Coverage: \$0.752/\$1,000 of life coverage (Current \$0.990/\$1,000)

- Other Retiree Coverage: \$0.584/\$1,000 of life coverage (Current \$0.769/\$1,000)
- Local 1708 FT STD Coverage: \$0.067/\$10 of disability (Current \$0.102/\$10)

**VENDOR SELECTION CRITERIA:**

Specifications were prepared by District Office Procurement staff and a Request for Proposal (RFP) #NC2608 was publicly advertised on February 20, 2026, in the Chicago Sun-Times, posted on CCCs Procurement site and emailed to multiple companies via Bonfire. A Preproposal conference was held on February 27, 2026, at 10:00 am. Proposals were due on March 30, 2026, at noon. CCC received proposals from four (4) potential suppliers:

Blue Cross and Blue Shield of Illinois, Metropolitan Life Insurance Company subsidiary of MetLife, Inc., Ochs, Inc., and Securian Financial Group.

The submissions were reviewed and evaluated by the Office of Administrative and Procurement Services, the Office of MBE/WBE Contract Compliance and Evaluation Committee. Based on the review of the submissions for responsiveness, price, service, etc. The Evaluation Committee recommends the acceptance of the proposal from Metropolitan Life Insurance Company, subsidiary of MetLife, Inc.

**MBE/WBE COMPLIANCE:**

The Office of Procurement Services has reviewed the proposed compliance plan and recommends a full waiver of the Board Approved MBE/WBE Contract Participation Plan due to the nature of the agreement (ancillary health insurance) and the absence of subcontracting opportunities.

**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:** \$ 2,500,000.00

**Charge to:** Office of Human Resources

**Source of Funds:** Education Fund

**Budget Line:** 00003-0025006-520000-80000

**Respectfully submitted,  
Juan Salgado  
Chancellor**

**JUNE 4, 2026 - Office of Human Resources and Staff Development**