

**Item Title:** Multi-Year Contract for Voluntary Pet Insurance

**Specific Action Requested:**

**That the Board of Commissioners authorizes the County Manager to negotiate and execute a multi-year contract with Nationwide to provide Voluntary Pet Insurance benefits, subject to the terms and conditions acceptable to the County Attorney.**

**Item Summary:**

**Purpose:** Multi-year contracts require Board of Commissioners approval.

**Background:** Wake County offers a comprehensive benefits package designed to support our employees' health, well-being, and financial security. Voluntary Pet Insurance assists in managing the potentially high costs of veterinary care, providing financial security and peace of mind for employees who have pets. Staff conducted a request for proposal process to review options for Voluntary Pet Insurance. After review of proposals, staff recommends Nationwide to provide Voluntary Pet Insurance. The contract term begins on January 1, 2026.

**Strategic Plan:** This action supports Foundations of Service Goal 2: Increase overall employee satisfaction to 90% by 2029.

**Fiscal Impact:** There is no fiscal impact associated with this employee benefit offering. Voluntary benefits are 100% paid by employees, and there is no associated County cost.

**Additional Information:**

Pet Insurance is a voluntary benefit that employees may purchase through payroll deduction that provides coverage for the veterinary costs of their pets.

Staff issued a request for proposals for pet insurance and received proposals from Nationwide, Pet Partners, and Spot Pet. Human Resources staff and members of the Employee Benefits Committee reviewed the proposals. Analysis was conducted on coverage and services proposed, vendor background and ability to provide required services, knowledge and expertise of the client service team, cost effectiveness and value of proposal, and rate guarantees.

Staff recommends Nationwide to provide voluntary pet insurance. Nationwide offers flexible pet insurance plans with various coverage levels that can be customized by the employee to fit their needs. The recommended contract term is January 1, 2026, through December 31, 2028, with the option for two 1-year renewals.

**Attachments:**

None.