

**BOARD OF DIRECTORS**

GARRY BREDEFELD

NATHAN MAGSIG

BUDDY MENDES

LARRY MICARI

BRIAN PACHECO

AMY SHUKLIAN

PETE VANDER POEL

**Meeting Location:  
County of Tulare  
Board of Supervisors Chambers  
2800 West Burrell Avenue  
Visalia, CA 93291**

**AGENDA DATE:** August 22, 2025

**ITEM NUMBER:** Item 20

**SUBJECT:** Approve Amendment 1 to Agreement With Navia Benefit Solutions, Inc. to Provide COBRA and FMLA Billing Services and Authorize President to Executive Amended Agreement (\$2.00 PEPM) (A)

**REQUEST(S):** That the Board approve and authorize the President to execute Amendment 1 to the Agreement with Navia.

**DESCRIPTION:**

The SJVIA entered into an agreement with Navia Benefit Solutions to provide COBRA and FMLA Billing services effective January 1, 2023 through December 31, 2025. The agreement provided that the term of the agreement may be extended for no more than two additional one-year terms.

Staff recommends extending the agreement with Navia Benefit Solutions for a one-year term to provide COBRA and FMLA services through December 31, 2026.

**FISCAL IMPACT/FINANCING:**

Exhibit B, Compensation, of the agreement with Navia Benefit Solutions, Inc. will remain the same:

**AGENDA:** San Joaquin Valley Insurance Authority

**DATE:** August 22, 2025

### **Compensation**

#### **Fresno County Actives and Special Districts**

Fees paid to Contractor will be on a Per Employee Per Month (PEPM) or Per Employee Per Cycle (PEPC) structure. The fee breakdown is as follows:

- COBRA Services: \$2.00 PEPM
- FMLA Services: \$0.92 PEPC

#### **Fresno County Retirees**


Fees paid to Contractor will be on a Per Participant Per Month. The fee breakdown is as follows:

- Retiree Billing: \$2.00 Per Participant Per Month

Annualized fees are approximately \$154,488 (based on approved FY 2025/2026 Budget).

### **ADMINISTRATIVE SIGN-OFF:**

  
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Hollis Magill  
SJVIA Manager

  
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Lupe Garza  
SJVIA Assistant Manager