

TOWN OF GOLDEN BEACH, FLORIDA

RESOLUTION NO. 2023.09

A RESOLUTION OF THE TOWN OF GOLDEN BEACH, FLORIDA, ACCEPTING THE BENEFIT PROPOSAL FOR SHORT TERM/LONG TERM DISABILITY INSURANCE, LIFE AND ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE SUBMITTED BY MUTUAL OF OMAHA INSURANCE; PROVIDING FOR CONDITIONS; PROVIDING FOR IMPLEMENTATION; AND PROVIDING FOR AN EFFECTIVE DATE.

WHEREAS, the Town wishes to provide disability and life insurance to its employees; and

WHEREAS, Mutual of Omaha Insurance ("Mutual") has provided the Town with a competitive unchanged rate for the last two fiscal years; and

WHEREAS, the Town Council has determined that Mutual is a responsible provider, offering the same rate and services for two more fiscal years for short term/long term disability, and life and accidental death and dismemberment insurance; and

WHEREAS, the Town Council finds that the proposals offered by Mutual are in the best interest of the Town.

NOW THEREFORE, BE IT RESOLVED BY THE TOWN COUNCIL OF THE TOWN OF GOLDEN BEACH, FLORIDA, AS FOLLOWS:

Section 1. Recitals Adopted. Each of the above recitals are hereby adopted, confirmed and incorporated herein.

Section 2. Proposal Accepted. The proposals presented by Mutual for short term/long term disability, and life and accidental death and dismemberment insurance,

as described and set forth in the Agenda Item Report attached hereto and incorporated herein, are hereby accepted.

Section 3. Conditions. The acceptance of this proposal is conditioned upon the guarantee of the current fixed rates for another two fiscal years as stated in the attached proposal letter between the Town and Mutual and the approval of the Town Attorney the proposal letter and any related agreements as to form and legal sufficiency. Once so approved, the Town Mayor is hereby authorized to execute said proposal or other agreement on behalf of the Town.

Section 4. Implementation. The Mayor and Town Manager are hereby authorized to take any and all action necessary to implement this Resolution in accordance with its terms and conditions including, but not limited to, the designation of a new agent of record.

Section 5. Effective Date. That this Resolution shall become effective immediately upon approval of the Town Council.

Sponsored by the Administration

The Motion to adopt the foregoing resolution was offered by Vice Mayor Luskin, second by Councilmember Rojas, and on roll call the following vote ensued:

Mayor Glenn Singer	<u>Aye</u>
Vice Mayor Judy Luskin	<u>Aye</u>
Councilmember Ben Einstein	<u>Aye</u>
Councilmember Ken Bernstein	<u>Aye</u>
Councilmember Amy Rojas	<u>Aye</u>

PASSED AND ADOPTED by the Town Council of the Town of Golden Beach, Florida, this 26th day of August, 2009.



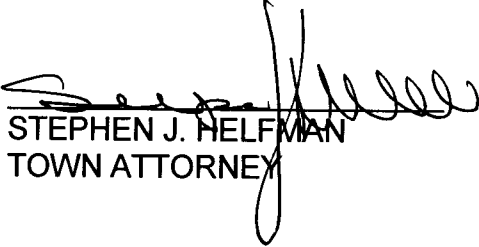
MAYOR GLENN SINGER

ATTEST:



ELIZABETH SEWELL
TOWN CLERK

APPROVED AS TO FORM
AND LEGAL SUFFICIENCY:



STEPHEN J. HELFMAN
TOWN ATTORNEY



TOWN OF GOLDEN BEACH

One Golden Beach Drive
Golden Beach, FL 33160

MEMORANDUM

Date: August 26, 2009

Item Number:

To: Honorable Mayor Glenn Singer &
Town Council Members

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From: Alexander Diaz, 
Town Manager

Subject: Resolution No. 2023.09 – Accepting the benefit proposal for short term/long term disability insurance, life, and accidental death and dismemberment insurance submitted by Mutual of Omaha for 2009/2010 Fiscal Year

Recommendation:

It is recommended that the Town Council adopt the attached Resolution No. 2023.09 as presented.

Background:

I recommend that the Town Council renew the short term disability, long term disability, life insurance and accidental death and dismemberment insurance to Mutual of Omaha Insurance.

Mutual of Omaha has provided the Town with competitive short term disability, long term disability, life insurance, and accidental death and dismemberment insurance for the last two fiscal years in accordance with the applicable codes and ordinances of the Town.

The unchanged renewal premiums in comparison to the Town's current premiums have been attached as attachment "A" to the resolution as the Agenda Item Report.

The new short term disability, long term disability, life insurance and accidental death and dismemberment plans will go into effect October 1st, 2009, pending Town Council approval.

The benefits and features of the short term disability are:

- Mutual of Omaha only requires a 1% loss of earnings to be eligible for benefits.
- If an employee is working part-time and marking 50% of their earnings, Mutual of Omaha will give them the other 50% to make them whole.
- Mutual of Omaha will consider a part-time disabled employee disabled until they can earn 99% of their income. The employee will be entitled to a partial benefit until he/she fully recovers his/her earnings.
- The short term disability premium will stay at a yearly amount of \$6427.19

The benefits and features of the long term disability are:

- Mutual of Omaha only requires a 1% loss of income in your own occupation to be eligible for benefits.
- If an employee is working part-time in the "any occupation period," Mutual of Omaha will consider that person partially disabled until he/she is able to earn more than 85% of his/her predisability earnings.
- Mutual of Omaha has a separate 24 month limitation for alcohol/substance abuse, and mental disorder, as opposed to a combined lifetime limitation.
- Mutual of Omaha has an unlimited return to work incentive. If the employee is working part-time, Mutual of Omaha will not offset any work earnings unless the work earnings and Mutual of Omaha's benefit exceed 100% of his/her pre-disability income.
- The long term disability premium will stay at a yearly amount of \$11,003.14.

The benefits and features of the life insurance and accidental death and dismemberment insurance are:

- Seat Belt Benefit – If the employee is injured in a car accident while wearing a seat belt, and that injury results in death, a benefit is payable equal to 10% of the Principal Sum, up to \$50,000.
- Common Carrier Benefit – If the employee is injured while riding as a fare-paying passenger, and not as an operator or member of the crew, in any public air, land or water conveyance provided by a common carrier primarily for passenger service, and that injury results in death, a benefit is payable equal to 100% of the Principal Sum, up to the lesser of the plan maximum or \$1,000,000.
- Airbag Benefit – If the employee is injured in an automobile accident, an airbag is in use and that injury results in death, the benefit is equal to 10% of the Principal Sum, up to \$50,000.
- Child Education Benefit – If the employee is injured and that injury results in death, benefits are payable equal to 5% of the Principal Sum, up to \$5,000. This benefit will be payable at the end of each school year for a maximum of four consecutive years, and will be

paid to the eligible dependent, student, or, if a minor child, to the student's legal guardian.

- Paralysis Benefit – Benefits for additional losses:
 - Loss – Quadriplegia / Benefit – Principal Sum
 - Loss – Triplegia / Benefit – $\frac{3}{4}$ of the Principal Sum
 - Loss – Paraplegia or Hemiplegia / Benefit – $\frac{1}{2}$ of the Principal Sum
 - Loss – Uniplegia / Benefit – $\frac{1}{4}$ of the Principal Sum
- The life and accident death and dismemberment insurance will stay at \$5,743.92.

Short and Long Term Disability of the Town Manager requires an individual policy as the Group Policy is not sufficient to cover his salary. During the last two years, this has been an oversight of the Town and the Individual Policy was included in this year's renewal.

Fiscal Impact:

There is no increase, as the Town's current rate is locked for two additional years.