

**TOWN OF GOLDEN BEACH, FLORIDA**

**RESOLUTION NO. 2891.23**

**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 sixteen fiscal years; and

**WHEREAS**, the Town Council has determined that Mutual is a responsible provider, offering a rate pass for the same services for another fiscal year 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 proposed fixed rates for two fiscal years as stated in the attached proposal letter between the Town and Mutual and the approval of the Town Attorney of 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 **Town Administration**

The Motion to adopt the foregoing Resolution was offered by Councilmember Lusskin seconded by Vice Mayor Bernstein and on roll call the following vote ensued:

Mayor Glenn Singer	<u>Aye</u>
Vice Mayor Kenneth Bernstein	<u>Aye</u>
Councilmember Bernard Einstein	<u>Aye</u>
Councilmember Jaime Mendal	<u>Aye</u>
Councilmember Judy Lusskin	<u>Aye</u>

**PASSED AND ADOPTED** by the Town Council of the Town of Golden Beach, Florida, this 22<sup>nd</sup> day August, 2023.

ATTEST:

  
\_\_\_\_\_  
LISSETTE PEREZ  
TOWN CLERK

  
\_\_\_\_\_  
MAYOR GLENN SINGER

APPROVED AS TO FORM  
AND LEGAL SUFFICIENCY:

  
\_\_\_\_\_  
STEPHEN J. HELFMAN  
TOWN ATTORNEY



# TOWN OF GOLDEN BEACH

One Golden Beach Drive  
Golden Beach, FL 33160

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## MEMORANDUM

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**Date:** August 22, 2023

**To:** Honorable Mayor Glenn Singer &  
Town Council Members

**From:** Alexander Diaz,   
Town Manager

**Subject:** **Resolution No. 2891.23 – Accepting the benefit proposal for short term/long term disability insurance, life, and accidental death and dismemberment insurance submitted by Mutual of Omaha for the 2023/2024 Fiscal Year**

Item Number:

12

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### **Recommendation:**

It is recommended that the Town Council adopt the attached Resolution No. 2891.23 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 with 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 sixteen (16) fiscal years in accordance with the applicable codes and ordinances of the Town.

This year we will receive a rate pass in our renewal premiums in comparison to the Town's current premiums (attachment "A").

The new short term disability, long term disability, life insurance and accidental death and dismemberment plans will go into effect October 1<sup>st</sup>, 2023, 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 making 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 \$7,015.92.

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 pre-disability 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 \$17,075.40.

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 accidental death and dismemberment insurance will stay at \$9,653.04.

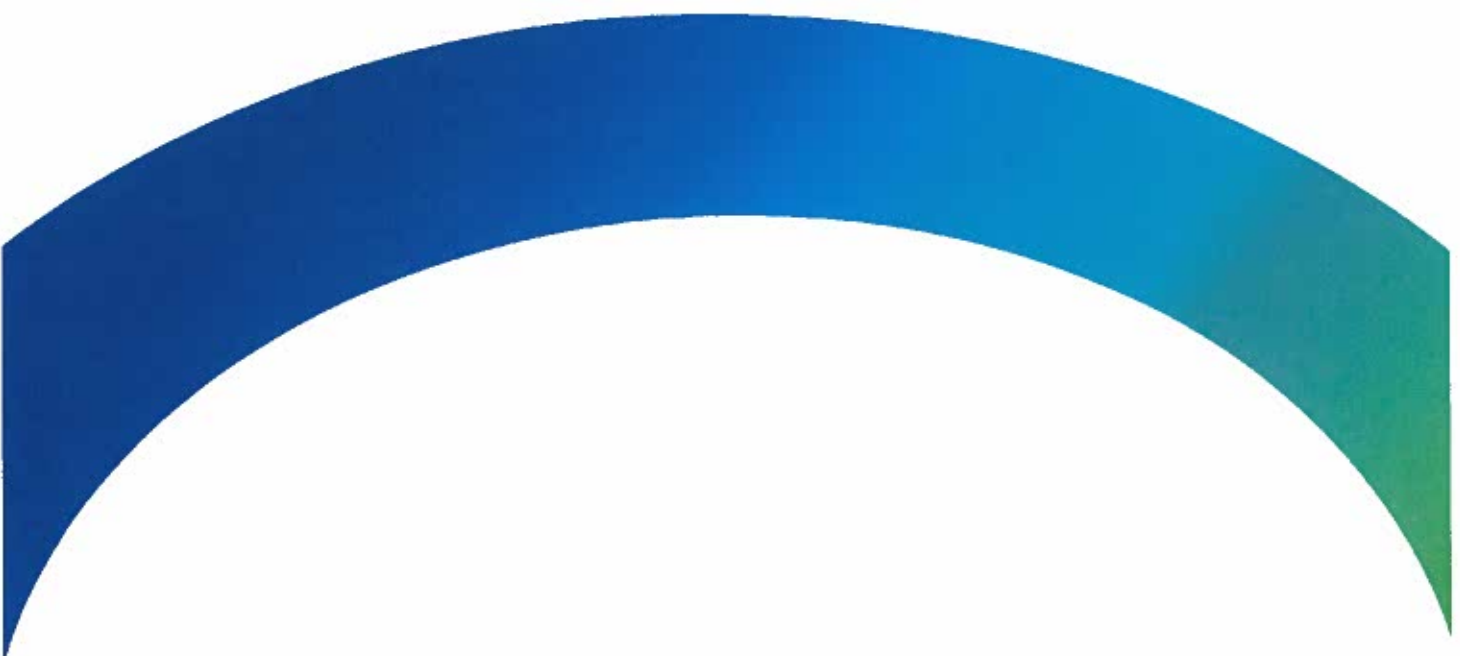
Short and Long Term Disability for the Town Manager require an individual policy as the Group Policy is not sufficient to cover his salary. His Individual Policies are administered through AFLAC for the short term and The Standard Insurance Company for the long term.

**Fiscal Impact:**

There is a rate pass, no increase from last fiscal year to the Town's current rate with Mutual of Omaha.

The Town Manager's AFLAC rate of \$949.44 and Standard Insurance rate of \$1,478.56 are fixed and therefore will not increase in F/Y 2023-2024.

# LIFE & DISABILITY



Employee Benefits: [eb.worldinsurance.com](http://eb.worldinsurance.com)  
Other Products & Services: [worldinsurance.com](http://worldinsurance.com)

# Town of Golden Beach

Effective Date: 10/1/2023

		Current	Renewal
<b>Plan Nickname</b>		1 Mutual of Omaha Life & AD&D	1 Mutual of Omaha Life & AD&D
<b>Carrier</b>		No	No
<b>Multi-class</b>		---	Next Renewal: 2024
<b>Rate Guarantee</b>		100%	100%
<b>Participation Requirements</b>			
<b>Benefit</b>			
<b>Benefit Amount</b>		1x Annual Salary	1x Annual Salary
<b>Maximum Benefit</b>		\$150,000	\$150,000
<b>Benefit Reduction</b>		65% At Age 65 50% At Age 70	65% At Age 65 50% At Age 70
<b>Guaranteed Issue</b>		\$150,000	\$150,000
<b>Enrollment</b>			
<b>Employee</b>		52	52
<b>Monthly Premiums (Rates Per \$1,000)</b>			
<b>Volume</b>		\$3,440,950.00	\$3,440,950.00
<b>Basic Life</b>		\$0.25	\$0.25
<b>AD &amp; D</b>		\$0.03	\$0.03
<b>Monthly Premium Per Plan</b>		\$963.47	\$963.47
<b>Change From Current</b>		---	<b>\$0.00 (0.00%)</b>

Quotes are based on the census received. Rates could be adjusted based on final enrollment.  
 This data is provided for information purposes only. It is not intended to represent a binding obligation. The governing document for this purpose would be the COC issued by the carrier. Please see detailed benefit summary.  
 Information provided is proprietary. It may not be copied, emulated or distributed without express permission.



# Town of Golden Beach

Effective Date: 10/1/2023

	Current	Renewal
<b>Plan Nickname</b>	1 Mutual of Omaha	1 Mutual of Omaha
Carrier	Short Term Disability	Short Term Disability
Plan Name	No	No
Multi-class	---	Next Renewal 2024
Rate Guarantee	100%	100%
Participation Requirements	100.0000%	100.0000%
Employer Contribution		
<b>Benefit</b>		
Benefit Percentage	60%	60%
Max Weekly Benefit	\$2,000	\$2,000
Min Weekly Benefit	\$15	\$15
Max Benefit Duration	12 Weeks	12 Weeks
Elimination Period - Accident	7 Days	7 Days
Elimination Period - Sickness	7 Days	7 Days
<b>Enrollment</b>		
Employee	52	52
<b>Monthly Premiums</b>		
Rates Per \$10	\$0.168	\$0.168
Covered Weekly Benefit	\$41,663.08	\$41,663.08
Monthly Premium Per Plan	\$699.94	\$699.94
<b>Change From Current</b>	---	<b>\$0.00 (0.00%)</b>

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# Town of Golden Beach

Effective Date: 10/1/2023

	Current	Renewal
<b>Plan Nickname</b>	1 Mutual of Omaha Long Term Disability	1 Mutual of Omaha Long Term Disability
<b>Carrier</b>		
<b>Plan Name</b>	Long Term Disability	Long Term Disability
<b>Multi-class</b>	No	No
<b>Rate Guarantee</b>	---	Next Renewal: 2024
<b>Participation Requirements</b>	100%	100%
<b>Employer Contribution</b>	100.0000%	100.0000%
<b>Benefit</b>		
<b>Benefit Percentage</b>	60%	60%
<b>Max Monthly Benefit</b>	\$6,000	\$6,000
<b>Min Monthly Benefit</b>	\$100	\$100
<b>Max Benefit Duration</b>	SSNRA to RBD	SSNRA to RBD
<b>Elimination Period</b>	90 Days	90 Days
<b>Definition of Disability</b>	2 Years	2 Years
<b>Pre-existing Conditions</b>	3/12	3/12
<b>Enrollment</b>		
<b>Employee</b>	52	52
<b>Monthly Premiums</b>		
<b>Rates Per \$100</b>	\$0.577	\$0.577
<b>Covered Monthly Payroll</b>	\$293,145.04	\$293,145.04
<b>Monthly Premium Per Plan</b>	\$1,691.45	\$1,691.45
<b>Change From Current</b>	---	<b>\$0.00 (0.00%)</b>

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