

Town of Golden Beach

Effective Date: 10/1/2024

Long Term Disability	Current	Renewal	The Standard
Plan #	1	1	1
Carrier	Mutual Of Omaha	Mutual Of Omaha	The Standard
Plan Name	Long Term Disability	Long Term Disability	Long Term Disability
Rate Guarantee	----	Next Renewal 2026	3 Years
Contribution	Non-Contributory	Non-Contributory	Non-Contributory
Participation	100%	100%	100%
Benefit			
Class Description	All Full-Time Eligible Employees	All Full-Time Eligible Employees	All Full-Time Eligible Employees
Benefit Percentage	60%	60%	60%
Max Monthly Benefit	\$6,000	\$6,000	\$6,000
Benefit Period	SSNRA to RBD	SSNRA to RBD	To SSNRA
Elimination Period	90 Days	90 Days	90 Days
Own Occupation	2 Years	2 Years	2 Years
Pre-Existing Period	3/12	3/12	3/12
Enrollment			
Employee	61	61	61
Premium Breakdown	Employee Assistance Program (EAP)	Employee Assistance Program (EAP)	Employee Assistance Program (EAP)
Rates Per \$100	\$0.577	\$0.577	\$0.355
Volume	\$352,372.56	\$352,372.56	\$352,372.56
Estimate Monthly Premium Per Plan	\$2,033.19	\$2,033.19	\$1,250.92
Estimate Annual Premium Per Plan	\$24,398.28	\$24,398.28	\$15,011.07

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Town of Golden Beach

Effective Date: 10/1/2024

Short Term Disability	Current	Renewal	The Standard
Plan #	1	1	1
Carrier	Mutual Of Omaha	Mutual Of Omaha	The Standard
Plan Name	Short Term Disability	Short Term Disability	Short Term Disability
Rate Guarantee	---	Next Renewal 2026	3 Years
Contribution	Non-Contributory	Non-Contributory	Non-Contributory
Participation	100%	100%	100%
Benefit			
Class Description	All Full-Time Eligible Employees	All Full-Time Eligible Employees	All Full-Time Eligible Employees
Benefit Percentage	60%	60%	60%
Max Weekly Benefits	\$2,000	\$2,000	\$2,000
Elimination Period: Accident	7 Days	7 Days	7 Days
Elimination Period: Sickness	7 Days	7 Days	7 Days
Max Benefit Period	12 Weeks	12 Weeks	83 Days
Enrollment			
Employee	61	61	61
Premium Breakdown			Health Advocate Services
Rates Per \$10	\$0.168	\$0.168	\$0.257
Volume	\$50,233.27	\$50,233.27	\$50,233.27
Estimate Monthly Premium Per Plan	\$843.92	\$843.92	\$1,291.00
Estimate Annual Premium Per Plan	\$10,127.03	\$10,127.03	\$15,491.94

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Town of Golden Beach

Effective Date: 10/1/2024

Life & AD&D	Current	Renewal	The Standard
Plan #	1	1	1
Carrier	Mutual Of Omaha	Mutual Of Omaha	The Standard
Plan Name	Life & AD&D	Life & AD&D	Life & AD&D
Rate Guarantee	----	Next Renewal 2026	3 Years
Contribution	Non-Contributory	Non-Contributory	Non-Contributory
Participation	100%	100%	100%
Benefit			
Class Description	All Full-Time Eligible Employees	All Full-Time Eligible Employees	All Full-Time Eligible Employees
Benefit Amount	1x Annual Salary	1x Annual Salary	1x Annual Salary
Maximum Benefits	\$150,000	\$150,000	\$150,000 <u>Line of Duty Benefit</u> AD&D: up to \$75,000
Benefit Reduction	65% At Age 65 50% At Age 70	65% At Age 65 50% At Age 70	65% At Age 65 50% At Age 70
Guaranteed Issue	\$150,000	\$150,000	\$150,000 <u>Line of Duty Benefit</u> AD&D: up to \$75,000
Enrollment			
Employee	61	61	61
Monthly Premium (Rate Per \$1,000)	Travel Assistance/Identity Theft Assistance	Travel Assistance/Identity Theft Assistance	Line of Duty Benefit, Travel Assistance & Life Services, Family Benefits Package, The Helmet Benefit
Life	\$0.250	\$0.250	\$0.220
AD&D	\$0.030	\$0.030	\$0.030
Volume	\$4,100,800.00	\$4,100,800.00	\$4,100,800.00
Estimate Monthly Premium Per Plan	\$1,148.22	\$1,148.22	\$1,025.20
Estimate Annual Premium Per Plan	\$13,778.69	\$13,778.69	\$12,302.40

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Premium Analysis

Life & Disability Insurance Cost Analysis By Carrier

Life & DI		Monthly		Annual	
Carrier Name	Option	Premium	Change From Current	Premium	Change From Current
Mutual Of Omaha	Current	\$4,025.33	---	\$48,303.99	---
Mutual Of Omaha	Renewal	\$4,025.33	\$0.00 (0.0%)	\$48,303.99	\$0.00 (0.0%)
The Standard	Recommended	\$3,567.12	-\$458.21 (-11.4%)	\$42,805.41	-\$5,498.58 (-11.4%)

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Fiscal Impact:

The savings to the Town for switching to The Standard is 11.4%, with a three-year rate guarantee.

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 2024-2025.

- The Line of Duty Benefit is included for Public Safety Employees. It provides an additional AD&D benefit for public safety officers who suffer death or dismemberment in an accident while acting in the line of duty, AD&D Benefit Payable up to \$75,000.
- 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 \$10,000.
- 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 5% of the Principal Sum, up to \$5,000.
- Family Benefit Package -
 - **The Higher Education Benefit** reimburses tuition expenses up to \$5,000 per child per year towards a 4-year college education for the deceased's children - not to exceed a cumulative total of \$20,000 or 25% of the AD&D benefit per child, whichever is less.
 - **Career Adjustment Benefit** reimburses tuition expenses up to \$5,000 per year to help a spouse to return to the workforce after the death of their spouse - not to exceed the cumulative total of \$10,000 or 25% of the AD&D benefit, whichever is less.
 - **Child Care Benefit** reimburses a family's childcare expenses up to \$5,000 per year - not to exceed \$10,000 or 25% of the AD&D benefit, whichever is less.
- **The Helmet Benefit** pays a benefit for a loss of life due to an accident that occurs when riding a bicycle or a motorcycle and wearing a helmet. Pays 10% of AD&D Benefit up to \$5,000.
- **Travel Assistance** is included and provides assistance with pre-trip planning, medical assistance services, emergency transportation services, travel and technical assistance services and legal referral.
- **The Life Services Toolkit** is included and helps beneficiaries cope with grief and loss, get answers to legal questions, plan a memorial or a funeral, and address financial concerns. Additionally, all covered employees will have access to online will preparation and other estate planning documents as well as articles to help deal with identity theft, improve wellness and more.
- **The AD&D Occupational Assistance service** is included and provides access to a Workplace Possibilities (SM) Consultant who helps those with a specified accidental dismemberment return to productive work and life.
- The life and accidental death and dismemberment insurance estimated annual premium, based on enrollment and earnings, is \$12,302.40.

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.

- If an employee is working part-time and making 50% of their earnings, The Standard will give them the other 50% to make them whole.
- The Standard will consider a part-time disabled employee disabled until they can earn 80% of their income. The employee will be entitled to a partial benefit until he/she fully recovers his/her earnings.
- Health Advocacy Select solution is included. This service is provided in partnership with Health Advocate (SM) and is available to short term disability claimants to assist with navigating healthcare questions and concerns for the duration of their claim.
- This is a non-occupational plan providing coverage for disabilities occurring off the job.
- The short-term disability estimated annual premium, based on enrollment and earnings, is \$15,491.94.

The benefits and features of the long-term disability are:

- The Standard requires a 20% loss of income in your own occupation to be eligible for benefits.
- If an employee is working part-time in the "any occupation period," The Standard will consider that person partially disabled until he/she is able to earn more than 80% of his/her pre-disability earnings.
- The Standard has a separate 24-month limitation for alcohol/substance abuse, and mental disorder.
- The Standard has an Employee Assistance Program with 3 Face-To Face Consultations.
- The plan includes the Workplace Possibilities (SM) program, an innovative approach to addressing and reducing the causes of absence and disability - with innovative tools and resources designed to help keep your employees productive and on the job.
- This coverage includes a \$25,000 Reasonable Accommodation Expense Benefit, which reimburses employers for workplace modifications that enable employees to return to or remain at work. The Reasonable Accommodation Expense Benefit is separate from the LTD claim payment.
- A Rehabilitation Plan Benefit is included, which increases the LTD benefit amount by 10% of pre-disability earnings, not to exceed the maximum benefit, when member is participating in an approved rehabilitation plan. This benefit will also assist in paying for approved expenses incurred by a disabled member a part of an approved rehabilitation plan.
- Survivors Benefit pays a lump sum equal to 3 times the non-integrated LTD benefit.
- The long-term disability annual premium, based on enrollment and earnings, is \$15,011.07.

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



TOWN OF GOLDEN BEACH

100 Ocean Boulevard
Golden Beach, FL 33160

MEMORANDUM

Date: August 27, 2024

To: Honorable Mayor Glenn Singer &
Town Council Members

From: Alexander Diaz, Town Manager *Alex B.*

Subject: Resolution No. 2961.24 – Accepting the Benefit Proposal for Short Term/Long Term Disability Insurance, Life, and Accidental Death and Dismemberment Insurance Submitted by The Standard for the 2024/2025 Fiscal Year

Item Number:

9

Recommendation:

It is recommended that the Town Council adopt the attached Resolution No. 2961.24 as presented.

Background:

I recommend that Christine Nunzio, with the Riemer Insurance Group, Inc. be the agent of record for the Town's short-term disability, long term disability, life insurance and accidental death and dismemberment insurance with The Standard.

Although Mutual of Omaha has provided the Town with short-term disability, long term disability, life insurance, and accidental death and dismemberment insurance for the last seventeen (17) fiscal years, switching to The Standard affords the Town enhanced coverage options and an annual savings of 11.4%. (see attachment "A").

The new short-term disability, long term disability, life insurance and accidental death and dismemberment plans will go into effect October 1st, 2024, pending Town Council approval.

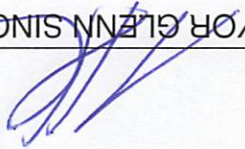
The benefits and features of the short-term disability are:

- The Standard requires a loss of duties to be eligible for benefits.

PASSED AND ADOPTED by the Town Council of the Town of Golden Beach, Florida,

this 27th day August, 2024.

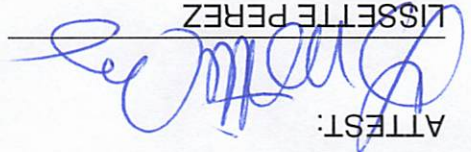
MAYOR GLENN SINGER



ATTEST:

LISSETTE PEREZ

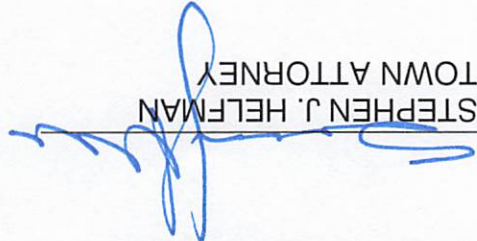
TOWN CLERK



APPROVED AS TO FORM
AND LEGAL SUFFICIENCY:

STEPHEN J. HELFMAN

TOWN ATTORNEY



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 three fiscal years as stated in the attached proposal and the approval of the Town Attorney of the proposal 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 Councilmember Mendal and on roll call the following vote ensued:

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

TOWN OF GOLDEN BEACH, FLORIDA

RESOLUTION NO. 2961.24

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 THE STANDARD 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, The Standard Insurance ("Standard") has provided the Town with a competitive rate with enhanced coverage options; and

WHEREAS, the Town Council has determined that Standard is a responsible provider, offering a savings for the same services the Town currently receives for short term/long term disability, and life and accidental death and dismemberment insurance, including a three-year rate guarantee; and

WHEREAS, the Town Council finds that the proposals offered by Standard 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 Standard for short term/long term disability, and life and accidental death and dismemberment insurance,