

City of Delray Beach  
Basic Life/AD&D Insurance Evaluation  
Effective Date: October 1, 2025



Basic Life/AD&D	CURRENT	RENEWAL
	The Standard	The Standard
Eligibility Waiting Period	Employees - 1st Day following 30 consecutive days as a member Retirees - Date of retirement	Employees - 1st Day following 30 consecutive days as a member Retirees - Date of retirement
Minimum # of Hours of Work Required	30 Hours Per Week	30 Hours Per Week
Class 1: Active City Managers, Assistant City Managers, City Attorneys and Department Heads	\$150,000	\$150,000
Class 2: Active Assistant Department Heads, Police Legal Advisors, Assistant City Attorneys,	\$100,000	\$100,000
Class 3: Active Assistant Department Heads, Police Legal Advisors, Assistant City Attorneys, Division Heads, Battalion Chiefs and Police	\$75,000	\$75,000
Class 4: Active P.B.A. Members	\$50,000	\$50,000
Class 5: Active I.A.F.F. Members	\$50,000	\$50,000
Class 6: Active S.E.I.U. Members with Annual Earnings of \$25K or more	\$50,000	\$50,000
Class 7: Active S.E.I.U. Members with Annual Earnings less than \$25K	\$50,000	\$50,000
Class 8: All other Active Members with Annual Earnings of \$60K or more	\$75,000	\$75,000
Class 9: All other Active Members with at least \$40K but less than \$60K Annual Earnings	\$60,000	\$60,000
Class 10: All other Active Members with Annual Earnings less than \$40k	\$50,000	\$50,000
Class 11: Retired Members	Equal to in force benefit on the last day as employee up to \$150,000	Equal to in force benefit on the last day as employee up to \$150,000
Age Reduction	To 65% at Age 65 To 50% at Age 70	To 65% at Age 65 To 50% at Age 70
Accelerated Death Benefit	Yes, except class 11 100% to a maximum of \$650,000	Yes, except class 11 100% to a maximum of \$650,000
Waiver of Premium	Yes, except class 11	Yes, except class 11
Conversion	Included	Included
Portability	Included	Included
Basic AD&D Benefit	Matches Life Benefits, except class 11	Matches Life Benefits, except class 11
Age Reduction	Same as Basic Life	Same as Basic Life
Seat Belt Benefit	Lesser of \$20,000 or AD&D amount payable for loss of life	Lesser of \$20,000 or AD&D amount payable for loss of life
Air Bag Benefit	Lesser of \$10,000 or AD&D amount payable for loss of life	Lesser of \$10,000 or AD&D amount payable for loss of life
Rate Guarantee	Expires 09/30/2025	Expires 09/30/2026
Monthly Rates Per \$1,000	Active Retiree	Active Retiree
Benefits Volume	\$52,379,750 \$13,708,500	\$52,379,750 \$13,708,500
Life	\$0.297 \$0.297	\$0.342 \$0.342
AD&D	\$0.020 N/A	\$0.020 N/A
MONTHLY PREMIUM	\$16,604.38 \$4,071.42	\$18,961.47 \$4,688.31
ANNUAL PREMIUM	\$199,252.57 \$48,857.09	\$227,537.63 \$56,259.68
\$ INCREASE	N/A N/A	\$28,285.07 \$7,402.59
% INCREASE	N/A N/A	14.2% 15.2%

City of Delray Beach  
Voluntary Life Insurance Evaluation  
Effective Date: October 1, 2025

	CURRENT	RENEWAL
Voluntary Life	The Standard	The Standard
Eligibility	All active, Full-Time Employees of the Employer regularly working a minimum of 30 hours per week	All active, Full-Time Employees of the Employer regularly working a minimum of 30 hours per week
Employee Formula	All Eligible Classes: 1x, 2x, 3x, 4x, or 5x annual earnings, rounded to next higher \$1,000 if not already a multiple thereof, then multiplied, subject to a maximum of \$500,000	All Eligible Classes: 1x, 2x, 3x, 4x, or 5x annual earnings, rounded to next higher \$1,000 if not already a multiple thereof, then multiplied, subject to a maximum of \$500,000
Guarantee Issue	\$200,000	\$200,000
Spouse Formula	All Eligible Classes: Up to 100% of the employee's total in increments of \$5,000 <i>Not to exceed \$200,000</i>	All Eligible Classes: Up to 100% of the employee's total in increments of \$5,000 <i>Not to exceed \$200,000</i>
Guarantee Issue	\$50,000	\$50,000
Child Formula	All Eligible Classes: Birth - Age 26 - Flat \$10,000 (Not to exceed 100% of the employee's total)	All Eligible Classes: Birth - Age 26 - Flat \$10,000 (Not to exceed 100% of the employee's total)
Age Reductions	To 65% at age 65 To 50% at age 70	To 65% at age 65 To 50% at age 70
Waiver of Premium	Included	Included
Portability (Life Only)	Included	Included
Conversion (Life Only)	Included	Included
Participation Requirement	20% Minimum Participation	20% Minimum Participation
Monthly Rates Per \$1,000	Expires 09/30/2025	Expires 09/30/2026
(Employee & Spouse)		
Under Age 25	\$0.070	\$0.070
Age 25 - 29	\$0.060	\$0.060
Age 30 - 34	\$0.070	\$0.070
Age 35 - 39	\$0.130	\$0.130
Age 40 - 44	\$0.200	\$0.200
Age 45 - 49	\$0.330	\$0.330
Age 50 - 54	\$0.530	\$0.530
Age 55 - 59	\$0.860	\$0.860
Age 60 - 64	\$1.120	\$1.120
Age 65 - 69	\$1.760	\$1.760
Age 70 - 74	\$3.110	\$3.110
Age 75 & over	\$3.110	\$3.110
Additional AD&D Rate	\$0.020	\$0.020
Dependent Child Rate	\$0.180	\$0.180