

D'Andrea, Duane

From: Christian Bergstrom <christian.bergstrom@gehringgroup.com>
Sent: Thursday, August 31, 2017 1:58 PM
To: D'Andrea, Duane
Cc: Radig, Sue; Clay, BettyJo; Jodi Beale; Brenda Sweigard
Subject: Delray Beach - The Standard Life Insurance

Duane - Per our conversation, this email is to confirm that The Standard Life Insurance Company has agreed to provide coverage for the City's employees and retirees without any changes or reductions in existing coverage levels that are in place today under the Minnesota Life contract.

Please let us know if there are any other questions.

Christian Bergstrom, CHRS
Director and Senior Benefits Consultant
Gehring Group

D'Andrea, Duane

From:
Sent:
To:
Cc:
Subject:

Duane - Per our conversation, this email is to confirm that The Standard Life Insurance Company has agreed to provide coverage for the City's employees and retirees without any changes or reductions in existing coverage levels that are in place today under the Minnesota Life contract.

Please let us know if there are any other questions.

Christian Bergstrom, CHRS
Director and Senior Benefits Consultant
Gehring Group

City of Delray Beach
Life Insurance Evaluation - Basic Life
Effective Date: October 1, 2017

	CURRENT 2016-2017	RENEWAL 2017-2018	ALTERNATIVE #1
	Minnesota Life	Minnesota Life	The Standard
Benefit	Class 1: \$150,000 Class 2: \$100,000 Class 3 & 8: \$75,000 Class 4, 5, 6, 7 & 10: \$50,000 Class 9: \$60,000 Class 11: Equal to in force benefit on the last day of employment up to \$100,000	Class 1: \$150,000 Class 2: \$100,000 Class 3 & 8: \$75,000 Class 4, 5, 6, 7 & 10: \$50,000 Class 9: \$60,000 Class 11: Equal to in force benefit on the last day of employment up to \$100,000	Class 1: \$150,000 Class 2: \$100,000 Class 3 & 8: \$75,000 Class 4, 5, 6, 7 & 10: \$50,000 Class 9: \$60,000 Class 11: Equal to in force benefit on the last day of employee up to \$100,000
Waiver of Premium	Applies to all classes except class 11	Applies to all classes except class 11	Applies to all classes except class 11
Age 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
Accelerated Death Benefit	Applies to all classes except class 11	Applies to all classes except class 11	Applies to all classes except class 11
Conversion	Included	Included	Included
Rate Guarantee	Expires 9/30/2017	3 Years: Expires 9/30/2020	3 Years: Expires 9/30/2020
	Active Retiree	Active Retiree	Active Retiree
Benefits Volume	\$43,637,250 \$12,297,566	\$43,637,250 \$12,297,566	\$43,637,250 \$12,297,566
Life	\$0.240 \$0.240	\$0.265 \$0.265	\$0.200 \$0.200
AD&D	\$0.020 N/A	\$0.020 N/A	\$0.020 N/A
MONTHLY PREMIUM	\$14,297.10	\$15,695.47	\$12,059.71
ANNUAL PREMIUM	\$171,565.21	\$188,345.65	\$144,716.50
\$ INCREASE	N/A	\$16,780.44	-\$26,848.71
% INCREASE	N/A	9.8%	-15.6%

City of Delray Beach
Life Insurance Evaluation - Basic Life
Effective Date: October 1, 2017

	CURRENT 2016-2017	ALTERNATIVE #2	ALTERNATIVE #3
	Minnesota Life	Cigna	The Hartford
Benefit	Class 1: \$150,000 Class 2: \$100,000 Class 3 & 8: \$75,000 Class 4, 5, 6, 7 & 10: \$50,000 Class 9: \$60,000 Class 11: Equal to in force benefit on the last day of employment up to \$100,000	Class 1: \$150,000 Class 2: \$100,000 Class 3 & 8: \$75,000 Class 4, 5, 6, 7 & 10: \$50,000 Class 9: \$60,000 Class 11: Equal to in force benefit on the last day of employment up to \$100,000	Class 1: \$150,000 Class 2: \$100,000 Class 3 & 8: \$75,000 Class 4, 5, 6, 7 & 10: \$50,000 Class 9: \$60,000 Class 11: Equal to in force benefit on the last day of employment up to \$100,000
Waiver of Premium	Applies to all classes except class 11	Applies to all classes except class 11	Applies to all classes except class 11
Age 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
Accelerated Death Benefit	Applies to all classes except class 11	Applies to all classes except class 11	Applies to all classes except class 11
Conversion	Included	Included	Included
Rate Guarantee	Expires 9/30/2017	3 Years: Expires 9/30/2020	3 Years: Expires 9/30/2020
	Active Retiree	Active Retiree	Active Retiree
Benefits Volume	\$43,637,250 \$12,297,566	\$43,637,250 \$12,297,566	\$43,637,250 \$12,297,566
Life	\$0.240 \$0.240	\$0.210 \$0.210	\$0.380 \$0.380
AD&D	\$0.020 N/A	\$0.020 N/A	\$0.020 N/A
MONTHLY PREMIUM	\$14,297.10	\$12,619.06	\$22,127.98
ANNUAL PREMIUM	\$171,565.21	\$151,428.68	\$265,535.70
\$ INCREASE	N/A	-\$20,136.53	\$93,970.49
% INCREASE	N/A	-11.7%	54.8%

City of Delray Beach
Life Insurance Evaluation - Supplemental Life
Effective Date: October 1, 2017

	CURRENT 2016-2017	RENEWAL 2017-2018	ALTERNATIVE #1 2017-2018	ALTERNATIVE #2 2017-2018	ALTERNATIVE #3 2017-2018
Supplemental Life	Minnesota Life	Minnesota Life	The Standard	Cigna	The Hartford
Employee Formula	All Classes (excluding Class 11): 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 max of 5x annual earnings or \$500,000	All Classes (excluding Class 11): 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 max of 5x annual earnings or \$500,000	All Classes (excluding Class 11): 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 max of 5x annual earnings or \$500,000	All Classes (excluding Class 11): 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 max of 5x annual earnings or \$500,000	All Classes (excluding Class 11): 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 max of 5x annual earnings or \$500,000
Guarantee Issue	3x annual earnings or \$200,000	3x annual earnings or \$200,000	\$200,000	3x annual earnings or \$200,000	5x annual earnings or \$200,000
Spouse Formula	All Classes (excluding Class 11): Up to 100% of the employee's total in increments of \$5,000 <i>Not to exceed \$150,000</i>	All Classes (excluding Class 11): Up to 100% of the employee's total in increments of \$5,000 <i>Not to exceed \$150,000</i>	All Classes (excluding Class 11): Up to 100% of the employee's total in increments of \$5,000 <i>Not to exceed \$150,000</i>	All Classes (excluding Class 11): Up to 100% of the employee's total in increments of \$5,000 <i>Not to exceed \$150,000</i>	All Classes (excluding Class 11): Up to 100% of the employee's total in increments of \$5,000 <i>Not to exceed \$150,000</i>
Guarantee Issue	\$30,000	\$30,000	\$50,000	\$30,000	\$30,000
Child Formula	All Classes (excluding Class 11): Age 6 months & older - \$10,000; Age 14 days - 6 months - \$1,000	All Classes (excluding Class 11): Age 6 months & older - \$10,000; Age 14 days - 6 months - \$1,000	All Classes (excluding Class 11): Birth - Age 25 - Flat \$10,000	All Classes (excluding Class 11): Age 6 months - 19 years - \$10,000; Age 15 days - 6 months - \$1,000; Birth - 14 days - \$500	All Classes (excluding Class 11): Age 6 months - 19 years - \$10,000; Age 15 days - 6 months - \$1,000
Age Reductions	To 65% at age 65 To 50% at age 70	To 65% at age 65 To 50% at age 70	To 65% at age 65 To 50% at age 70	To 65% at age 65 To 50% at age 70	To 65% at age 65 To 50% at age 70
Portability	Included	Included	Included	Included	Included
Conversion	Included	Included	Included	Included	Included
Waiver of Premium	Included	Included	Included	Included	Included
Required Participation	Current	Current	Greater of 20% or 10 lives	30% of eligible employees	22% of eligible employees
Monthly Rates Per \$1,000	Expires 9/30/2017	3 Years: Expires 9/30/2020	3 Years: Expires 9/30/2020	3 Years: Expires 9/30/2020	3 Years: Expires 9/30/2020
(Employee & Spouse)					
Under Age 25	\$0.07	\$0.07	\$0.07	\$0.07	\$0.07
Age 25 - 29	\$0.06	\$0.06	\$0.06	\$0.06	\$0.06
Age 30 - 34	\$0.07	\$0.07	\$0.07	\$0.07	\$0.07
Age 35 - 39	\$0.13	\$0.13	\$0.13	\$0.13	\$0.13
Age 40 - 44	\$0.20	\$0.20	\$0.20	\$0.20	\$0.20
Age 45 - 49	\$0.33	\$0.33	\$0.33	\$0.33	\$0.33
Age 50 - 54	\$0.53	\$0.53	\$0.53	\$0.53	\$0.53
Age 55 - 59	\$0.86	\$0.86	\$0.86	\$0.86	\$0.86
Age 60 - 64	\$1.12	\$1.12	\$1.12	\$1.12	\$1.12
Age 65 - 69	\$1.76	\$1.76	\$1.76	\$1.76	\$1.76
Age 70 - 74	\$3.11	\$3.11	\$3.11	\$3.11	\$3.11
Age 75	\$3.11	\$3.11	\$3.11	\$3.11	\$3.11
Dependent Child Life Rate	\$0.18	\$0.18	\$0.18	\$0.18	\$0.18