



Your Employee Benefits Proposal

Prepared for: City of Fort Lauderdale

Presented by: RHODES INS GROUP

Proposal Prepared on:
November 8, 2021

Long Term Disability Insurance

Proposed Effective Date:
January 1, 2022

Standard Insurance Company



CAM # 21-1122
Exhibit 1
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Long Term Disability Insurance

Protect your employees' income and your company's bottom line. This insurance comes with innovative resources designed to help you build a more productive workplace. Our Workplace Possibilities(SM) program, included at no extra cost, helps employees stay on the job and return to work sooner. While not all claims can be shortened, our customers are currently experiencing anywhere from a 10% to a 25% reduction in disability days who participate in the Workplace Possibilities Program. That's just one example of how we add real value as your partner.

Covered Members

A regular employee of the Employer covered under the Employer's 401(a) plan working 40 or more hours per week.

Plan 1

- **Class 1:** All Eligible

Plan 2

- **Class 1:** City Manager
- **Class 2:** All Other Members

	Group LTD Plan 1	Group LTD Plan 2	Group LTD Plan 2
	Class 1	Class 1	Class 2
Benefit Schedule	60%	60%	60%
Insured Predisability Earnings	\$25,000	\$26,667	\$25,000
Maximum Monthly Benefit	\$15,000	\$16,000	\$15,000
Minimum Monthly Benefit	\$100 or 10%	\$100 or 10%	\$100 or 10%
Benefit Waiting Period	180 Days	90 Days	90 Days
Maximum Benefit Period	To SSNRA	To SSNRA	To SSNRA
Guarantee Issue Benefit Amount	Full Benefit	Full Benefit	Full Benefit
Employer Contribution	100%	100%	100%
Minimum Participation	100%	100%	100%
Taxability of Benefits	Taxable	Taxable	Taxable
Own Occupation Period	24 Months	24 Months	24 Months
Partial/Residual Disability	Included	Included	Included
Preexisting Condition Period	3/12	3/12	3/12
Mental & Nervous Limitation	24 months	24 months	24 months
Substance Abuse Limitation	24 months	24 months	24 months
Return to Work Incentive	24 months	24 months	24 months
Employee Assistance Program	Included: 3 face-to-face	Included: 3 face-to-face	Included: 3 face-to-face



Additional Plan Design Details

- Your product quote from The Standard includes our Benefit Administration Offset program. This provides a credit of paid premium for the use of Benefit Administration Technology for the enrollment of The Standard's products. This credit will be paid monthly as long as the products stay in force. There is no lifetime maximum. Payment may only be made directly to the technology platform provider or Broker. The payment amount will be 3%. Payment will be made in the form of a fee, and disclosed via Schedule A (Form 5500) or other compensation disclosures.
- The Standard pays the employer's matching FICA and Medicare taxes and prepares W-2s for members receiving LTD benefits.
- 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 predisability 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.
- Continuity of Coverage.
- The limitations included in the policy are combined lifetime limitations.
- The Subjective Condition limitation has been removed.



Cost

	Group LTD Plan 1	Group LTD Plan 2
Members	603	603
Volume	\$3,436,626	\$3,436,626
Rate: Percent of earnings	.200	.230
Monthly Premium	\$6,873	\$7,904
Rate Guarantee	3 years	3 years

- If the LTD incurred loss ratio is 72% or less for the period of January 1, 2022 and March 31, 2024, The Standard will extend the LTD rates for a 4th and 5th year. Modifications to the plan, commissions, or notice of rate change may change the threshold.

Assumptions

- Sick leave payable to the member will be used as deductible income.
- Workers' compensation benefits will be considered deductible income.
- Benefits received from individual disability plans will not be used as deductible income.
- Primary Social Security benefits will be treated as deductible income but dependents benefits will not.
- Rates assume members participate in Social Security.
- Rates include electronic documents. Printed certificates are available for an additional cost.
- Rates assume billing is centralized in one location.

Conditions

- Rate assumes that coverage is currently in force.
- Confirmation that you participate in Social Security is required.

More Information

For additional information on the available features and benefits of Long Term Disability Insurance from The Standard:

Click here for California: <http://www.standard.com/ca-group-long-term-disability>
Click here for all other states: <http://www.standard.com/group-long-term-disability>



Producer Compensation Disclosure

We recognize the valuable role of insurance advisors, consultants and brokers ("producers") in helping their clients design an employee benefits program, and we support reasonable and fair compensation for these services. Producers may be eligible to receive compensation from The Standard.

The commission quoted in this proposal are noted below. Additionally, fees for administrative, marketing or consulting services may apply. If applicable, fees are noted below.

No commissions included for LTD.

Unless participation is declined by the producer or client, contingent compensation is additional compensation that may also be paid and is dependent on the satisfaction of one or more minimum requirements, such as a specified amount of new premium volume or persistency in connection with the producer's block of business. For information about our customary producer rewards program visit www.standard.com/financial-professional/insurance-benefits/compensation. Some producers may have a contingent compensation arrangement that differs from our customary program. Please consult with your producer for additional details.

About This Employee Benefits Proposal

We appreciate the opportunity to provide you with this benefit and cost summary proposal from The Standard. This document outlines certain important features of the group insurance coverages available. This is not a contract or an offer to contract for such coverages. Detailed information about other important features of the coverage proposed is available on request. Just ask your broker/consultant or your representative at The Standard.

A completed application must be submitted before a group can be considered for coverage. Insurance will be effective after the application is accepted by The Standard. If approved, we will issue a contract containing our customary language. It will not duplicate policy language from another carrier. The group contract will contain provisions and defined terms not described in this Employee Benefits Proposal. The group contract will control if there are discrepancies between it and this proposal.

This benefit and cost summary proposal expires on February 06, 2022, unless replaced or withdrawn by The Standard.

The proposed premium rate and plan design for each coverage are based on the underwriting data received by The Standard. Final premium rates and plan provisions will be determined by The Standard on the basis of: applicable state laws, policyholder contributions, confirmation of occupations, the actual composition of the group of persons who will become insured and our current underwriting rules and practices.

Financial Strength Ratings

For information about our Financial strengths ratings visit www.standard.com/about