

**City of Fort Lauderdale
Group Long-Term Disability 180 day Elimination Period Comparison - January 1, 2019**

Annual Premium	\$110,702	\$109,882	\$106,602	\$110,702	\$114,802	\$114,802	\$114,802
Carrier	Cigna	Voya	Hartford	One America	Mutual of Omaha	Reliance Standard	Lincoln Financial
Monthly Benefit	60% of monthly earnings	60% of monthly earnings	60% of monthly earnings	60% of monthly earnings	60% of monthly earnings	60% of monthly earnings	60% of monthly earnings
Maximum Monthly Benefit	\$15,000	\$10,000	\$12,500	\$10,000	\$12,500	\$12,500	\$10,000 - reinsurer needs at least 3 employees to increase. Currently there is one
Minimum Monthly Benefit	greater of \$100 or 10% of monthly benefits	greater of \$100 or 10% of monthly benefit	greater of \$100 or 10% of monthly earnings	\$50	\$50	\$100	\$50
Duration of Benefits	If disabled at age 62 to age 65, then reducing benefit period	If disabled before age 60, to SSNRA	If disabled prior to age 63 to Normal Retirement Age or 42 months if greater	If disabled before age 60, to SSFRA	If disabled prior to age 59 or less to age 65	If disabled prior to age 62 to age 65	later of age 65 or SSNRA
Elimination Period	180 days	180 days	180 days	180 days	180 days	180 days	180 days
Definition of Disability	loss of duties and loss of income of 20% during own occ period	loss of duties and 20% loss of income during own occupation period, and any occupation period	inability to perform 1 or more of essential duties and a loss of earnings; if claimant has only loss of duties at end of elimination period, Hartford will extend the 'elimination period for up to 12 months from date of disability; after own occupation period, disability based on claimant's ability to work in occupation that matches his education, training or experience and also has earnings potential equal to or greater than pre-disability earnings or greater than maximum monthly benefit	loss of material & substantial duties during the elimination period; loss of material & substantial duties and 20% loss of income during the own occ period; loss of material & substantial duties of any occupation that would replace 60% of pre-disability earnings	regular occupation for 24 months, then any gainful occupation for remainder of benefit period	inability to perform material duties of regular occupation during own occupation period; after own occ period, it is the inability to perform material duties of any occupation for which employee is reasonably fit by education, training and experience	due to illness or injury, employee is unable to earn more than 99% of predisability earnings at their own occupation during the own occupation period; after the own occupation period, employee is unable to earn more than 85% of predisability earnings
Own Occupation Period	24 months	2 years	2 years	2 years	24 months and 1% loss of earnings, followed by any occupation and 15% loss of earnings	24 months	24 months
Earnings Definition	does not include bonuses, commissions, overtime	base earnings	base annual earnings and pre-disability earnings. Overtime pay and target income is not included	calendar year earnings	monthly earnings prior to date disability begins; includes contributions to deferred compensation plans; excludes differentials, other extra compensation, bonuses, overtime, commissions	does not include bonuses, overtime, commissions	prior year's W-2 which includes wages, tips and other compensation for the employer for federal tax purposes including income before taxes and deductions for pre-tax contributions to Section 125 Plan, flexible spending account, 401(k) plan, qualified deferred compensation plan; does not include vacation pay, severance, pay for work actually performed during disability
Integration Method	Primary Social Security	Primary Social Security	Full family Social Security	Full family Social Security	Primary Social Security	Primary Social Security	Full family Social Security - can change to Primary for 5% increase
Offsets	Social Security, other government retirement & disability programs, sick leave or salary continuance paid by employer, mandatory "no fault" auto wage loss, employer-funded retirement benefits, franchise or group disability plans, Workers' Comp, damages for wage loss paid by 3rd parties, income from employment (subject to return to work incentive)	disability income payments under state plans, other group insurance policies, auto liability plans, military disability plans; amounts from judgments or settlements; salary continuation or accumulated sick leave plans; disability or retirement benefits under employer's retirement plan; disability or retirement benefits under Social Security or other state or federal plans; amounts from employment; Workers' Comp benefits	Workers' comp benefits, Jones Act, occupational disease law, similar law or exchanges for such benefits; governmental law or program that provides disability or unemployment benefits; plan or arrangement of coverage which is received from employer or which is result of membership with a group, association, union or other organization; mandatory no fault auto insurance plan; disability benefits under Social Security or alternative plan, Railroad Retirement Act, Canada Pension Plan, Quebec Pension Plan or other provincial plan; benefit from Dept. of Veterans Affairs or foreign or domestic governmental agency; judgment or settlement that represents loss of earnings; sick leave	Social Security Disability Income, other group disability coverage; sick leave	Workers' Comp, occupational disease law, Jones Act or any other similar law or act, short-term or long-term disability plan paid for by employer; state compulsory benefits; government retirement system benefits as a result of employment with City; amount provided by no-fault auto insurance; retirement plan benefits; amounts from Social Security, Canada or Quebec Pension Plan, Railroad Retirement Act; any public employee retirement plan; any teachers' retirement plan or similar act or plan; salary continuance, sick pay, severance allowance; judgments, settlements, unemployment insurance law or program	income from other group disability plans, government retirement system, Workers' Comp, occupational disease law, wages or other compensation, Social Security, Canadian pension plan	Workers' Comp, other compulsory benefits (state disability), other group insurance plans, retirement plans, Social Security & other government retirement plans
Mental Health/Substance Abuse Benefit Max	24 months	24 months	24 months	24 months	24 months	2 years	24 months
Other Benefit Limitations	none	none	none	none	none	none	24 months for disabilities caused by environmental sicknesses, chronic fatigue sicknesses, certain musculoskeletal or connective tissue injuries
Exclusions	disabilities caused by suicide, attempted suicide or self-inflicted injury; war or act of war, whether or not declared; active participation in a riot; commission of a felony; revocation, restriction or non-renewal of license; per or certification unless due solely to injury of sickness; injury or illness that occurs while insured in incarcerated	loss of professional license, occupational license or certification; commission of or attempt to commit a felony; intentionally self-inflicted injuries; attempted suicide, regardless of mental capacity; being legally intoxicated or under the influence of any narcotic unless the narcotic is taken as directed by a doctor; participation in a war, declared or undeclared, or any act of war; active military duty; active participation in a riot; engaging in any illegal or fraudulent occupation; commission of a crime for which insured has been convicted; elective surgery except when required for appropriate care as a result of injury or sickness; traveling or flying on military or experimental aircraft	disabilities caused by war or act of war, commission of or attempt to commit a felony, engagement in illegal occupation, intentionally self-inflicted; will not pay benefits if insured is receiving or eligible to receive benefits for a disability under a prior plan which was sponsored by employer & terminated before effective date of plan; will not pay benefits unless insure is under regular care of a physician	none	disabilities caused by war or any act of war or armed aggression; participation in a riot or commission of or attempt to commit a felony or any type of assault or battery; intentionally self-inflicted injury or suicide; mental disorder except as specifically provided; alcohol, drug or substance abuse while insured is not being actively supervised by and receiving treatment from rehab center or designated institution approved for such treatment; while incarcerated or imprisoned for any period exceeding 31 days; solely the result of a loss of professional license, occupational license, or certification.	disabilities caused by intentionally self-inflicted injury, act of war, commission of a felony, injury or illness that occurs while insured in incarcerated	disabilities due to war, declared or undeclared; intentionally inflicted injuries; active participation in a riot; commission or attempt to commit a felony, assault or battery; while the insured in incarcerated; if not under the care of a physician; if not participating in good faith in vocational rehab program approved by Lincoln Financial without good cause; after insured has lived outside the US or Canada more than 12 consecutive benefit months for purposes other than employment with the employer
Pre-Existing Condition Exclusion	3/12	3/12	3/12	3/12	3/12	3/12	3/12
Return to Work Incentives	included	included	included	included	included	included	included
Waiver of Premium	Premiums are waived while disability benefits are payable	Premiums are waived while an employee is receiving or entitled to receive LTD payments	No premium will be due after the elimination period	Premium is waived during any period that a monthly benefit is payable without age limitation	Premiums are waived for a disabled employee while receiving LTD benefits, regardless of age.	Premiums are waived while disability benefits are payable	Premium payments are waived for an Insured Employee who is Disabled from the first premium due date following the satisfaction of the Elimination Period
Survivor Benefit	3 months	3 months	3 months	3 months	3 months	3 months	3 months

Lincoln Financial includes Progressive Income Benefit which pays an additional benefit if insured has loss of 2 or more activities of daily living or cognitive impairment.

*Hartford benefit will remain at 60% if claimant is receiving Social Security Disability Income or if claim denied because claimant has not worked under system long enough. If SSDI claim is still pending at end of Own Occupation period, Hartford may continue benefits at 60% for 12 months or until SSDI decision is made, whichever occurs first.

Reliance Standard includes extended benefit if employee meets requirements

City of Fort Lauderdale
Long-Term Disability Premium - January 1, 2019

180-Day Elimination Period	Cigna	Voya	Hartford	One America	Mutual of Omaha	Reliance Standard	Lincoln Financial
Number of Employees	757	757	757	757	757	757	757
Monthly Covered Payroll	\$3,416,738	\$3,416,738	\$3,416,738	\$3,416,738	\$3,416,738	\$3,416,738	\$3,416,738
Rate per \$100	0.27	0.268	0.26	0.27	0.28	0.28	0.28
Monthly Premium	\$9,225	\$9,157	\$8,884	\$9,225	\$9,567	\$9,567	\$9,567
Annual Premium	\$110,702	\$109,882	\$106,602	\$110,702	\$114,802	\$114,802	\$114,802
Rate Guarantee	3 years	36 months	36 months	2 years	2 years	3 years	2 years
Premium	net of commissions	net of commissions	net of commissions	net of commissions	net of commissions	net of commissions	net of commissions
P-Card Payments	will be able to allow the P Card	would consider a P Card payment process if selected as a finalist	no, but are investigating the possibility	yes	no, but will discuss with corporate	no, but can pay invoices via ACH without saving banking information; recurring EFT option also available	no, but can pay invoices via ACH, wire transfer, on website
FICA Match Service	Will include at no cost	Will provide FICA match at no additional cost	will match and pay a LTD policyholder's share of FICA taxes on benefits paid to disabled employees. Will also prepare all necessary LTD W-2 forms at year end	Tax reporting services pertaining to FICA, IRS Form W2 & 941	will pay the employer's share of FICA. Will also prepare W2 forms for each employee who receives benefits under the LTD	will pay the employer's share of Social Security and Medicare taxes. Will also prepare W2 forms for each employee who receives benefits under the LTD	Will provide FICA match at no additional cost
Value Added Programs	ID Theft Will Center Healthy Rewards My Secure Advantage EAP up to 3 face to face	None	Ability Assist legal & financial counseling, up to 3 face to face visits Health Champion Travel Assist ID Theft Protection	Lump Sum indemnity benefit should a claimant satisfy the elimination period and be Totally Disabled with the expectation that they won't return to work in 2 years. The Lump Sum benefit is then paid out on top of the group LTD with no offsets	None	Travel assistance ID Theft Recovery	Employee Connect provides access to counselors and other assistance for personal, legal, financial and other issues
Claims Process	Phone Employee, Employer, physician or relative can call Cigna (800.362.4462). • Calls can be made 7:00 am to 7:00 pm Central Time, Monday – Friday. Outside of these hours, callers can leave a voice message, and we will return the call the next business day. E-Mail Employee, Employer, physician or relative can call the Intake Team to request an e-mail template. Internet Employee, Employer, physician or relative can log on to Cigna.com • Website is available 24 hours a day, 7 days a week • Does not require any passwords or log-ins • Completed information is securely transmitted to Cigna Mail or Fax Employee, Employer, physician or relative can log on to Cigna.com, download a claim form, complete the form and mail or fax	client can submit electronically so they don't need to print any forms. Voya requires a basic form with employee information as well as a physician supporting document. We make it easy for the employee and/or HR to track the claim. Secondly, we provide each claimant direct access to a claims examiner. We do not simply provide an 800 number or an email inbox. The claimant can call the analyst directly and we make assurances to get back in touch (if need be) in less than one business day.	claims begins as soon as Hartford receives the claimant's claim forms, including the Employer/Claimant Statement, Authorization and an Attending Physician's Statement form, which is completed by the physician. Employees may also initiate an LTD claim on Hartford's employee website.	No response	You or your employee submit the claim via website, fax or email. Our team sets up the claim, assigns it to dedicated claims specialist, who verifies eligibility based on contract, all necessary documents have been received, payroll information, special handling/customized claims processing information. Within 5 business days, claims specialist calls your employee to explain the claims process, answer questions & gather needed information. Nursing team conducts a medical review, consults with our physician resources, if appropriate refers the case to a vocational rehab consultant. Decision is made, follow-up contact is initiated by claims specialist as follows: • If a claim is pending, check-in calls are made bi-weekly • If a claim is approved, check-in calls are made as needed • If a claim is denied, the specialist calls your employee to discuss the decision and also checks for missing information that could help get the claim approved	Employee can call or go online for form. Employer can fax or mail the claim form to RSL. Need claim form, Attending Physician Statement and Payroll records Turnaround time from receipt of all information is 5 business days for a decision about eligibility; 30 days for release of first check Right after the first payment, we conduct a Rehabilitation review. The goal is to identify whether the employee has the potential to return to gainful employment, and whether the employee might benefit from assistance such as worksite modification, job placement or retraining.	Offers multiple intake options. Email, Mail or fax. Turnaround times: 4 business days for initial claim review, 3 days correspondence, 24 hours email/phone

Cigna will reduce the City's health plan administration fees 1% and include 0.5% medical claim reduction if chosen to provide the LTD benefits.
A 1% reduction to the fees is
\$6,877 annual.

Prepared by The Rhodes Insurance Group
7/30/18

**City of Fort Lauderdale
Long-Term Disability Premium - January 1, 2019**

Ranking	Company	Elimination Period	Monthly Premium	Annual Premium	Rate Guarantee	Lowest to Highest Relationship
1	Cigna	180 days	\$9,225	\$110,702	3 years	-4%
2	Voya	180 days	\$9,157	\$109,882	3 years	-4%
3	Hartford	180 days	\$8,884	\$106,602	3 years	-7%
4	One America	180 days	\$9,225	\$110,702	2 years	-4%
5	Mutual of Omaha	180 days	\$9,567	\$114,802	2 years	0%
6	Reliance Standard	180 days	\$9,567	\$114,802	3 years	0%
7	Lincoln Financial	180 days	\$9,567	\$114,802	2 years	0%

The Cigna rates do not reflect the 1% reduced health plan administration fee and 0.5% medical claim reduction if chosen to provide the LTD benefits.

"A 1% reduction to the fees is \$6,877 annual.

½ of 1% reduction to the claim projection (\$115k) "

Prepared by The Rhodes Insurance Group

7/30/18