



Your Employee Benefits Proposal

Prepared for: City of Fort Lauderdale

Presented by: RHODES INS GROUP

Proposal Prepared on:
September 9, 2021

Life and AD&D Insurance
Additional Life & AD&D Insurance

Proposed Effective Date:
January 1, 2022

Standard Insurance Company



CAM # 21-0907
Exhibit 3
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Life and AD&D Insurance

Handling a Life insurance claim takes a special touch. All of our Life benefits employees complete annual grief training helping them to empathize with beneficiaries and recognize when they need special attention. And we're focused on settling claims quickly: Our median calculation turnaround time in 2018 was 5 days for clean claims and 6 days for all claims (internal company data as of January 2019).

Covered Members

An active employee of the Employer working 40 or more hours per week.
An active City Mayor or Commissioner of the Employer.

- **Class 1:** City Manager & City Attorney
- **Class 2:** All Other Members
- **Class 3:** Closed Grandfathered Members

	Basic		
	Class 1	Class 2	Class 3
Benefit Schedule	3 x Annual Earnings	1 x Annual Earnings	Grandfathered Amount - \$6,500
Rounding	Up to next \$1,000	Up to next \$1,000	n/a
Maximum Benefit	\$1,000,000	\$300,000	n/a
Minimum Benefit	\$10,000	n/a	n/a
Guarantee Issue	Full Benefit	Full Benefit	Full Benefit
AD&D Benefit	1 x Annual Earnings	Matches Life Benefit	n/a
AD&D Rounding	Up to next \$1,000	n/a	n/a
AD&D Maximum Benefit	\$300,000	n/a	n/a
Age Reduction Schedule	To 65% at age 70	To 65% at age 70	None
Employer Contribution	100%	100%	0%
Minimum Participation	100%	100%	n/a

Life Highlights

	Basic		
	Class 1	Class 2	Class 3
Waiver of Premium	Eligible to age 60 Waived to age 65	Eligible to age 60 Waived to age 65	Not Included
Conversion	Included	Included	Included
Portability	Included	Included	Included
Repatriation Benefit	Included	Included	Included
Travel Assistance	Included	Included	Included
Life Services Toolkit	Included	Included	Included

AD&D Highlights

	Basic
Loss of life	100%
Loss of both hands, or both feet, or sight of both eyes	100%
Loss of one hand and one foot	100%
Loss of sight of one eye and either one hand or one foot	100%
Loss of one hand or one foot	50%
Loss of sight of one eye	50%
Seat Belt Benefit	AD&D benefit payable up to \$10,000
Air Bag Benefit	AD&D benefit payable up to \$5,000
Family Benefits Package	Included
Portability	Included

Additional Plan Design Details

- For Class 1, 2: Commissions are not included in a member's annual earnings.
- For Class 1, 2: An Accelerated Benefit is included. Terminally ill members may withdraw up to 75% of their Life benefit to a maximum of \$500,000 (when Basic Life and any Additional Life are combined).
- For Class 3: An Accelerated Benefit is not included.
- If Life is sold with Standard's LTD, then the LTD claim will initiate a claim for Standard's Life Waiver of Premium.
- The Family Benefits Package includes:
 - 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 child care expenses up to \$5,000 per year - not to exceed \$10,000 or 25% of the AD&D benefit, whichever is less.
- The Line of Duty Benefit is included for Public Safety Officers. 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.
- 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.

Additional Plan Design Details (continued)

- An automated portability and conversion notification service is included. Based on data provided by the policyholder, The Standard will notify members of potential eligibility for conversion and/or portability.
- 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.
- For Class 3: Waiver of Premium is available upon request.
- All other provisions of the existing plan remain unchanged.
- We agree to fund implementation support activities not to exceed \$2,500 of expenses, subject to the following conditions: (1) details of implementation support activities will be negotiated with The Standard; (2) all invoices for reimbursement must be submitted at one time. The cost has been included in the proposed rates.

Cost

	Basic
Life	
Members	2,480
Volume	\$213,026,992
Rate: Per \$1,000	.060
Monthly Premium	\$12,782
AD&D	
Members	2,480
Volume	\$213,026,992
Rate: Per \$1,000	.015
Monthly Premium	\$3,195
Total Billed Premium	\$15,977
Rate Guarantee	3 years

- If the Life Package loss ratio is 85% or less for the period between January 1, 2022 and March 31, 2024, The Standard will extend all Life rates for a 4th and 5th year. Modifications to the plan, commissions, or notice of rate change may change the threshold.
- The combined rates for Basic Life Plan 1 and Additional Life Plan 1 are appropriate for the overall risk. As requested, this proposal includes a rate structure similar to what is currently in place and where the non-elective Basic Life rate is partially supported by the participant-elected Additional Life rates.

Assumptions

- Rates include electronic documents. Printed certificates are available for an additional cost.
- Rates assume billing is centralized in one location.
- The proposed rates assume coverage currently in force.
- Rates assume Additional Life is included.

Conditions

- Member must be insured under Basic Life in order to be eligible for Basic AD&D
- For Class 2: The elected benefit amount for Basic AD&D must match the benefit amount for Basic Life

Proposed Effective Date
January 01, 2022

Prepared for:
City of Fort Lauderdale



More Information

For additional information on the available features and benefits of Life and AD&D Insurance from The Standard, click here:
<http://www.standard.com/group-life-add>

Additional Life & AD&D Insurance

Covered Members

An active employee of the Employer working 40 or more hours per week.
An active City Mayor or Commissioner of the Employer.

	Employee	Spouse	Child
Benefit Schedule	Increments of \$5,000	Increments of \$500	Flat \$10,000
Maximum Benefit	\$400,000	\$400,000	n/a
Minimum Benefit	\$5,000	\$5,000	n/a
Guarantee Issue	\$300,000	\$50,000	Full Benefit
AD&D Benefit	Matches Life Benefit	Matches Life Benefit	n/a
Age Reduction Schedule	To 65% at age 70	To 65% at age 70	None
Employer Contribution	0%	0%	0%
Minimum Participation	20%	20%	20%

Life Highlights

	Employee	Spouse	Child
Conversion	Included	Included	Included
Portability	Included	Included	Included
Waiver of Premium	Eligible to age 60 Waived to age 65	Not Included	Not Included

AD&D Highlights

	Employee	Spouse	Child
Loss of life	100%	100%	n/a
Loss of both hands, or both feet, or sight of both eyes	100%	100%	n/a
Loss of one hand and one foot	100%	100%	n/a
Loss of sight of one eye and either one hand or one foot	100%	100%	n/a
Loss of one hand or one foot	50%	50%	n/a
Loss of sight of one eye	50%	50%	n/a
Seat Belt Benefit	Included	Included	n/a
Air Bag Benefit	Included	Included	n/a
Portability	Included	Included	n/a

Additional Plan Design Details

- Commissions are not included in a member's annual earnings.
- On the policy effective date and during the annual open enrollment period, all members (enrolled or eligible) may increase their benefit amount by one to four increments of \$5,000, not to exceed the guarantee issue amount, without providing evidence of insurability.

Evidence of Insurability will not be required during the 2021 Annual Enrollment Period if a Member previously submitted Evidence of Insurability which was declined.

For the Annual Enrollment Period beginning in 2022 and after, Evidence of Insurability is required for those whose Evidence of Insurability was not approved by us during any prior period of eligibility. (Prior declines remain declined.)

- On the policy effective date and during the annual open enrollment period, all members (enrolled or eligible) may increase their spouse's benefit amount by increments of \$500, from \$500 to \$20,000 not to exceed the guarantee issue amount, without providing evidence of insurability.

Evidence of Insurability will not be required during the 2021 Annual Enrollment Period if a Spouse previously submitted Evidence of Insurability which was declined.

For the Annual Enrollment Period beginning in 2022 and after, Evidence of Insurability is required for those whose Evidence of Insurability was not approved by us during any prior period of eligibility. (Prior declines remain declined.)

- An Accelerated Benefit is included. Terminally ill members may withdraw up to 75% of their Life benefit to a maximum of \$500,000 (when Basic Life and any Additional Life are combined).
- An Accelerated Benefit is not available for dependents.
- Life insurance for dependents continues automatically, without premium payment, for five months after the death of the insured member.
- During a Family Status Change, members who are currently enrolled, as well as those eligible but not currently enrolled, may increase their benefit amount, as well as their spouse's and child's benefit amounts (if included in the proposal), up to the guarantee issue amount without providing evidence of insurability. Evidence of insurability is required for those whose evidence of insurability was not approved by us during any prior period of eligibility.
- Dependents coverage includes child(ren) from live birth through the end of the calendar year during which they turn age 26.
- All other provisions of the existing plan remain unchanged.

Cost



	Employee				
Life					
Members	1,311				
Volume	\$225,657,000				
Rate: Per \$1,000	Lives	Age	Rate	Volume	Premium
	29	0-29	.043	\$3,915,000	\$168
	103	30-34	.052	\$17,100,000	\$889
	178	35-39	.052	\$34,730,000	\$1,806
	195	40-44	.077	\$40,195,000	\$3,095
	196	45-49	.138	\$37,725,000	\$5,206
	237	50-54	.215	\$43,940,000	\$9,447
	196	55-59	.353	\$28,475,000	\$10,052
	130	60-64	.396	\$16,035,000	\$6,350
	38	65-69	.731	\$2,995,000	\$2,189
	7	70-74	1.204	\$504,750	\$608
	2	75-99	2.060	\$42,250	\$87
Monthly Premium					\$39,897
AD&D					
Members	1,311				
Volume	\$225,657,000				
Rate: Per \$1,000	.015				
Monthly premium					\$3,385
Total Billed Premium					\$43,282
Rate Guarantee					3 years

	Spouse				
Life					
Members	498				
Volume	\$27,604,500				
Rate: Per \$1,000	Lives	Age	Rate	Volume	Premium
	2	0-29	.043	\$60,000	\$3
	17	30-34	.052	\$1,240,000	\$64
	58	35-39	.052	\$3,565,000	\$185
	75	40-44	.077	\$5,130,000	\$395
	78	45-49	.138	\$4,550,000	\$628
	95	50-54	.215	\$5,595,000	\$1,203
	83	55-59	.353	\$3,724,500	\$1,315
	67	60-64	.396	\$2,940,000	\$1,164
	19	65-69	.731	\$660,000	\$482
	4	70-74	1.204	\$140,000	\$169
	0	75-99	2.060	\$0	\$0
Monthly Premium					\$5,608
AD&D					

	Spouse	
Members	498	
Volume	\$27,604,500	
Rate: Per \$1,000	.015	
Monthly premium		\$414
Total Billed Premium		\$6,022
Rate Guarantee		3 years

	Child	
	Elective: Paid by each Member electing coverage	
Life		
Members	603	
Rate: Per \$1,000	.050	
Rate Guarantee	3 years	

Assumptions

- Final Spouse Life rates are subject to change if actual enrollment varies from the assumed enrollment of 38%
- Final Additional Life rates are subject to change if actual enrollment varies from the assumed enrollment of 53%
- Rates include electronic documents. Printed certificates are available for an additional cost.
- Rates assume billing is centralized in one location.
- The proposed rates assume coverage currently in force.

Conditions

- Additional Life can only be purchased in conjunction with Basic Life.
- Until coverage has been in force for two years (one year in Colorado, Missouri and North Dakota), death that results from suicide or other intentionally self-inflicted injury is not covered. This exclusion does not apply to plans written in Washington.

Conditions (continued)

- Except as provided in the Additional Plan Design Details above on page 7, we require evidence of insurability for the following:
 - Increases in elected benefit amounts from the current plan to this plan.
 - Members who are eligible under the current plan but are not enrolled.
 - Individuals who enroll more than 31 days after they are first eligible for coverage.
 - Increases in elected benefit amounts after initial enrollment.
- Member must be enrolled in Additional Life to enroll in the Spouse Life plan.
- Member must be enrolled in Additional Life to enroll in the Child Life plan.
- Dependents must be insured under Dependents Life in order to be eligible for AD&D.
- Spouse Life can't exceed 100% of member's enrolled benefit for Additional Life.

More Information

For additional information on the available features and benefits of Dependent Life and AD&D Insurance from The Standard, click here:
<http://www.standard.com/group-life-add>



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 Life.

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 December 08, 2021, 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