

<b>LONG TERM DISABILITY INSURANCE (LTD)</b>			
<b>DESCRIPTION:</b>	Provides disability income when member is unable to work for an extended period of time due to a covered illness or injury. (See attached plan design)		
<b>CURRENT CARRIER:</b>	Standard Insurance Company		
<b>CONTRACT EXPIRATION:</b>	December 31, 2018		
<b>RENEWALS REMAINING:</b>	None		
<b>CONTRACT INFORMATION:</b>	<b>Year</b>	<b>Contract Value</b>	<b>Enrollment</b>
<b>(Paid 100% by Employee)</b>	2015	\$916,154.69	2,493
	2016	\$942,979.46	2,515
	2017	\$973,499.24	2,529
	2018		2,527
<b>PRODUCTS:</b>	Long Term Disability Insurance; 90 day waiting period, pays 60% of \$10,000 monthly pre-disability income, offset by any deductible income		

**ADDITIONAL INFORMATION:**

Long Term Disability rates are age and salary based and increase in ten-year age bands.

Plan cannot be continued post-employment.

**STAFF RECOMMENDATIONS:**

- Extend current Agreement for one year with no changes in plan design or premium rates.

<b>LIFE INSURANCE</b>			
<b>DESCRIPTION:</b>	Term Life and Accidental Death and Dismemberment, Felonious Assault and Hazardous Occupation insurance products. Premiums are age based and increase in 5-year age bands. Policies have no cash value. (See attached plan design)		
<b>CURRENT CARRIER:</b>	Minnesota Life Insurance Company		
<b>CONTRACT EXPIRATION:</b>	December 31, 2018		
<b>RENEWALS REMAINING:</b>	None		
<b>CONTRACT VALUE:</b>	<b>Year</b>	<b>County-Paid</b>	<b>Optional-EE Paid</b>
<ul style="list-style-type: none"> <li>• \$25,000 paid by County</li> <li>• Optional Life paid 100% by Employee</li> </ul>	2015	\$435,660.48	EE - \$ 1,373,564.24 Sp - \$53,137.17 Ch - \$44,495.04
	2016	\$441,930.59	EE - \$1,423,560.34 Sp - \$51,691.39 Ch - \$47,174.74
	2017	\$451,519.58	EE - \$1,302,291.48 Sp - \$50,788.61 Ch - \$49,769.63
<b>PARTICIPATION:</b>	2015	5,390	EE - 3,062 Sp - 1,421 Ch - 1,188
	2016	5,288	EE - 3,077 Sp - 1,377 Ch - 1,265
	2017	5,598	EE - 3,182 Sp - 1,355 Ch - 1,324
	2018	5,668	EE - 3,252 Sp - 1,352 Ch - 1,390
<b>PRODUCTS:</b>	<ul style="list-style-type: none"> <li>• \$25,000 Basic Term Life and Accidental Death and Dismemberment paid for by County for benefit-eligible employees</li> <li>• Optional Term Life and Accidental Death and Dismemberment Insurance up to \$300,000 paid for by the employee</li> </ul>		

	<ul style="list-style-type: none"><li>• Spouse/Domestic Partner Term Life \$12,500 paid by the employee</li><li>• Dependent Term Life \$12,500 paid for by the employee</li><li>• Felonious Assault and Hazardous Occupation paid by for County for Security Guards and Transit Unit per bargaining agreements</li></ul>
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**ADDITIONAL INFORMATION:**

The County currently provides \$25,000 in Term Life and Accidental Death and Dismemberment insurance to all benefit eligible employees effective on the first day of employment in a benefit-eligible position.

Employees can purchase optional Term Life and Accidental Death and Dismemberment insurance in increments of \$25,000 up to a maximum of \$300,000. Rates are age based and increase in five-year age bands. Employees purchasing a minimum of \$25,000 in optional Term Life can purchase \$12,500 on their spouse or registered domestic partner for a flat rate, and/or \$12,500 on their dependent child(ren) for a flat rate.

Life insurance can be continued post-retirement through the County at a higher group rate. Life insurance can be continued post-employment through the Carrier at a higher group rate through portability or can be converted to an individual whole life policy.

Pursuant to bargaining arrangements with some of the County’s bargaining units, the County provides felonious assault coverage to its Transit Operations employees and hazardous occupation coverage for the County’s Security Guards.

- Felonious assault provides coverage to members of the County’s Transit Unit - bus operator, maintenance or service employee and supervisors (currently 854 employees) for a Loss from an Act of Physical Violence (robbery, or attempted robbery, felonious assault, or any other criminal act of violence) while on duty for loss of life, hand, foot, sight, speech, hearing or thumb and index finger or same hand. Loss benefits vary by type and severity.
- Hazardous occupation provides coverage to Security Guards (currently 28) in the case of death only as a result of a Line of Duty Injury.
- The combined 2017 cost for felonious assault and hazardous occupation coverage was \$1,024 for both policies.

**STAFF RECOMMENDATIONS:**

- Extend current Agreement for one year with no changes in plan design or premium rates.