

# GROUP BENEFITS

## City Provided

- Medical\*
  - KelseyCareHMO
  - High-Deductible Health Plan w/HSA
- Dental\*
  - DHMO
  - DPPO
- Flexible Spending Account (FSA) Administration
- Employee Assistance Program (EAP)
- CariLoop (Caregiver Assistance)
- Basic Life & Accidental Death/Dismemberment (AD&D)
- Long-Term Disability (LTD)

## Optional Benefits\*\*

- Vision
- Cancer Indemnity
- Accident Indemnity
- Short-Term Disability
- Supplemental and Dependent Life & AD&D
- Legal Shield
- Flexible Spending Account

*\*Employees contribute towards coverage*

*\*\*Employees pay full premium for coverage*

# LIFE AND DISABILITY PLANS

- **For each full-time employee, the City provides:**
  - **Group Life and Accidental Death & Dismemberment**
  - **Long-Term Disability**
- **Full-time employees can purchase, at group rates:**
  - **Supplemental Life and AD&D for themselves and dependents**
  - **Short-Term Disability coverage**
- **Current three (3) year contract ends 12/31/2018**
- **Conducted RFP in July/August**

# REQUEST FOR PROPOSALS

- Six companies responded to RFP:
  - ❖ Symetra (*current provider*)
  - ❖ Dearborn National
  - ❖ Mutual of Omaha
  - ❖ AFLAC
  - ❖ AXA
  - ❖ Ochs
- Recommendation of Dearborn National Life Insurance Co.
  - Overall increase based on current plan costs of 9.3% (approximately \$11,000)
  - Three (3) year rate guarantee

# DEARBORN NATIONAL

## City Costs:

- Match current Long-Term Disability plan design; maintain current rate
- Match current Basic Life/AD&D plan design; rate increase to **\$0.060/\$1,000**  
*(from \$0.041/\$1,000)*

## Employee Costs:

- Match current Short-Term Disability plan design; maintain current rates
- Match current Supplemental Life/AD&D plan design; maintain current rates

**Contract provides three (3) year rate guarantee for all coverages**

# **RECOMMENDATION**

**Authorize City Manager to  
Execute All Necessary Documents  
To Enter into Year One of a  
Three-Year Renewable Contract with  
Dearborn National Life Insurance Company  
in the amount of \$128,765  
for Life and Disability Insurance Plans  
Effective January 1, 2019 through December 31, 2019**

# Questions