

CONTRACT APPROVAL FORM

(Contract Management Use only)

CONTRACT TRACKING NO.
CM1497-A6

CONTRACTOR INFORMATION

Name: The Standard Insurance Company

Address: P.O. Box 3789 Portland OR 97208
City State Zip

Contractor's Administrator Name: Alison Brogan Title: Account Manager

Tel#: (813) 878-0286 Fax: (813) 879-2431 Email: alison.brogan@standard.com

CONTRACT INFORMATION

Contract Name: Group Insurance Contract Value: Employee Paid via payroll deduction
Amendment No. 6 assigned to the 2020 Renewal Summary through December 31, 2021 for Group Life and Disability Insurance

Brief Description: _____

Contract Dates : From: 10/1/19 to: 12/31/19 Status: ___ New Renew Amend# ___ WA/Task Order

How Procured: ___ Sole Source ___ Single Source ___ ITB ___ RFP ___ RFQ ___ Coop. ___ Other _____

If Processing an Amendment:

Contract #: CM1497 Increase Amount of Existing Contract: No Change

New Contract Dates: 1/1/20 to 12/31/21 TOTAL OR AMENDMENT AMOUNT: No Change

APPROVALS PURSUANT TO NASSAU COUNTY PURCHASING POLICY, SECTION 6

- | | | | |
|----|--|-------------------------|---|
| 1. | <u>Asheley Mels</u>
Department Head Signature | <u>12/11/19</u>
Date | <u>Human Resources</u>
Submitting Department |
| 2. | <u>Stephan Higgins</u>
Contract Management | <u>12/11/19</u>
Date | <u>01000000-202823</u>
Funding Source/Acct # |
| 3. | <u>Mullin</u>
Office of Management & Budget | <u>12/13/19</u>
Date | |
| 4. | <u>[Signature]</u>
County Attorney (approved as to form only) | <u>12/17/19</u>
Date | |

Comments: _____

COUNTY MANAGER – FINAL SIGNATURE APPROVAL

Michael Mullin
Michael Mullin

12/17/19
Date

RETURN ORIGINAL(S) TO CONTRACT MANAGEMENT FOR DISTRIBUTION AS FOLLOWS:

- Original: Clerk's Services; Contractor (original or certified copy)
- Copy: Department
- Office of Management & Budget
- Contract Management
- Clerk Finance



NASSAU COUNTY BOARD OF COUNTY COMMISSIONERS

2020 Renewal Summary

Policy 645195

Thank you for choosing Standard Insurance Company (The Standard) as your employee benefits partner since October 1, 2006. We appreciate your business and the opportunity to renew our commitment. We strive to provide NASSAU COUNTY BOARD OF COUNTY COMMISSIONERS and your employees outstanding value, expertise and personal service.

As always, our goal is to help you take care of your business and your employees. Our team remains committed to helping you achieve strategic goals for your benefits program, streamline administration and increase employee satisfaction. In short — better results with less noise. Thank you again for your continued business.

Our Approach to Renewals — Continued Partnership

The renewal rates for your Group Life and Disability insurance will be effective January 1, 2020.

For your renewal, we utilized manual rates to determine the appropriate rate for renewal. Our manual rates use the demographics of your employees to determine the appropriate rates. Factors such as gender, age, salary, occupation and plan design contribute to determining the manual rate.

Please consider this renewal package the next step in our ongoing conversation about how we can best meet your needs. We may be able to work together to help you get more value out of your benefits program or reduce overall costs. We'd be happy to re-evaluate your plan design and benefits usage and discuss your options.

Your Basic Life Renewal

We understand that handling a Life insurance claim takes a special touch. Our Life benefits analysts complete annual grief training. This program helps them empathize with beneficiaries and recognize when they need special attention. We strive to help you make a tough time easier. Our goal is to provide support with easy claim filing, timely decisions, and prompt payment of approved claims.

Census Demographics for Basic Life

Categories	Prior Calculation	Current Calculation	Change
Female Lives	294	333	39
Male Lives	421	487	66
Benefit Volume	\$7,058,000	\$8,065,000	\$1,007,000
% Benefit Volume Age 50 +	50%	50%	0%

Based on our thorough analysis, we're offering the renewal rate[s] listed below.

Class 1: All Active Elected Officials, County Administrator and County Attorney

Renewal Date	Current Rate *	Renewal Rate *	Monthly Premium Change **
January 1, 2020	\$0.072	\$0.072	\$0

Class 2: All Active Union # 630 Members

Renewal Date	Current Rate *	Renewal Rate *	Monthly Premium Change **
January 1, 2020	\$0.072	\$0.072	\$0

Class 3: All other Active Members

Renewal Date	Current Rate *	Renewal Rate *	Monthly Premium Change **
January 1, 2020	\$0.072	\$0.072	\$0

Class 4: Retired Members

Renewal Date	Current Rate *	Renewal Rate *	Volume	Monthly Premium Change **
January 1, 2020	\$1.100	\$1.100	\$1,505,000	\$0

Product	Total Monthly Premium Change **
Basic Life	\$0

* Rate mode is Per \$1000 of Benefit

** Final premium change will be determined based on your group's composition at billing time

Rate will be guaranteed for 2 years until January 1, 2022.

The Standard is committed to helping you provide employees and their beneficiaries with the support they need. Below is a reminder of the additional services and tools offered with your Life plan.

The Life Services Toolkit

For employees, online services include estate planning and state-specific will preparation, identity theft prevention, financial calculators, wellness resources and more. For beneficiaries, the Life Services Toolkit offers grief and loss support by phone, online and face-to-face. They can also take advantage of access

to financial counselors, legal consultation and other support services. This service is offered through a vendor that is not affiliated with The Standard.

Travel Assistance

Travel Assistance can provide a sense of security for your employees and their eligible family members anytime they travel from home or internationally for business or pleasure with minimal restrictions. Available 24 hours a day — with access online or through a single phone call — Travel Assistance offers a full range of trip planning and travel support, including emergency evacuation services and medical, legal, and translation service referrals. This service is offered through a vendor that is not affiliated with The Standard.

Your Additional Life Renewal

Your Additional Life insurance from The Standard allows you to expand the benefit options you offer your employees. Your Additional Life plan can offer choice, flexibility, convenience and greater peace of mind for employees.

Census Demographics for Additional Life

Categories	Prior Calculation	Current Calculation	Change
Female Lives	174	187	13
Male Lives	297	329	32
Benefit Volume	\$47,543,000	\$66,423,000	\$18,880,000
% Benefit Volume Age 50 +	26%	32%	6%

Based on our thorough analysis, we're offering the renewal rate[s] listed below.

Age Graded Rates for Additional Life:

Age Band	Current Rate *	Renewal Rate *	Volume	Monthly Premium Change **
0 – 29	\$0.054	\$0.054	\$6,890,000	\$0
30 – 34	\$0.064	\$0.064	\$9,610,000	\$0
35 – 39	\$0.072	\$0.072	\$7,050,000	\$0
40 – 44	\$0.118	\$0.118	\$8,250,000	\$0
45 – 49	\$0.228	\$0.228	\$13,210,000	\$0
50 – 54	\$0.346	\$0.346	\$11,660,000	\$0
55 – 59	\$0.664	\$0.664	\$5,560,000	\$0
60 – 64	\$0.946	\$0.946	\$3,020,000	\$0
65 – 69	\$1.501	\$1.501	\$930,000	\$0
70 – 74	\$2.593	\$2.593	\$220,000	\$0
75 and over	\$3.411	\$3.411	\$23,000	\$0
Total Monthly Premium Change:				\$0

* Rate mode is Per \$1000 of Benefit

** Final premium change will be determined based on your group's composition at billing time

Rate will be guaranteed for 2 years until January 1, 2022.

Your Long Term Disability Renewal

The Standard's Long Term Disability insurance helps your employees protect a portion of their incomes. Our holistic approach can also support productivity by helping employees stay at or return to work.

This coverage includes a Reasonable Accommodation Expense Benefit, which reimburses employers for approved workplace modifications of up to \$25,000 that enable disabled employees to return to or remain at work. The Reasonable Accommodation Expense Benefit is separate from the LTD benefit payment.

Based on our thorough analysis, we're offering the renewal rate[s] listed below.

Age Graded Rates for Long Term Disability:

Option 1:

Age Band	Current Rate *	Renewal Rate *	Monthly Premium Change **
0 – 29	\$0.116	\$0.116	\$0
30 – 34	\$0.183	\$0.183	\$0
35 – 39	\$0.298	\$0.298	\$0
40 – 44	\$0.433	\$0.433	\$0
45 – 49	\$0.625	\$0.625	\$0
50 – 54	\$0.932	\$0.932	\$0
55 – 59	\$1.239	\$1.239	\$0
60 – 64	\$1.258	\$1.258	\$0
65 – 69	\$1.172	\$1.172	\$0
70 – 74	\$2.113	\$2.113	\$0
75 and over	\$2.574	\$2.574	\$0
Total Monthly Premium Change:			\$0

Option 2:

Age Band	Current Rate *	Renewal Rate *	Monthly Premium Change **
0 – 29	\$0.058	\$0.058	\$0
30 – 34	\$0.125	\$0.125	\$0
35 – 39	\$0.221	\$0.221	\$0
40 – 44	\$0.326	\$0.326	\$0
45 – 49	\$0.480	\$0.480	\$0
50 – 54	\$0.711	\$0.711	\$0
55 – 59	\$0.932	\$0.932	\$0
60 – 64	\$0.913	\$0.913	\$0
65 – 69	\$0.817	\$0.817	\$0
70 – 74	\$1.325	\$1.325	\$0
75 and over	\$1.921	\$1.921	\$0
Total Monthly Premium Change:			\$0

* Rate mode is Percent of Insured Earnings

** Final premium change will be determined based on your group's composition at billing time

Rate will be guaranteed for 2 years until January 1, 2022.

The Standard is committed to offering services that help employees feel successful at work and at home. To make sure you're aware of what's offered with your LTD plan, we've highlighted key services below.

Employee Assistance Program

The Employee Assistance Program (EAP) can help employees and managers resolve personal and workplace issues. The EAP provides 24/7 support from masters-degreed clinicians by phone, online, live chat, email and text. Employees and family members can receive referrals to support groups, a network counselor, community resources and face-to-face counseling sessions. EAP services can help with depression, family issues, life improvement, addictions, financial concerns, workplace conflicts and more. The EAP can also be connected to your health plan and other benefits you offer. This service is offered through a vendor not affiliated with The Standard.

Thank You and Next Steps

We appreciate the opportunity to continue our partnership with NASSAU COUNTY BOARD OF COUNTY COMMISSIONERS.

A summary of our Renewal Offer is in the chart below. Thank you for allowing Standard Insurance Company the opportunity to support your insurance needs.

Product & Services *	Through 12/31/19	Effective 01/01/20
Basic Life		
Class 1	\$0.072 Per \$1000 of Benefit	\$0.072 Per \$1000 of Benefit
Class 2	\$0.072 Per \$1000 of Benefit	\$0.072 Per \$1000 of Benefit
Class 3	\$0.072 Per \$1000 of Benefit	\$0.072 Per \$1000 of Benefit
Class 4	\$1.100 Per \$1000 of Benefit	\$1.100 Per \$1000 of Benefit
Travel Assistance	Included in Rates for Life	Included in Rates for Life
Additional Life	Rate Varies	Rate Varies, no change
Additional AD&D	\$0.030 Per \$1000 of Benefit	\$0.030 Per \$1000 of Benefit
Dependent Life – Spouse	Rate Varies	Rate Varies, no change
Dependent AD&D- Spouse	\$0.030 Per \$1000 of Benefit	\$0.030 Per \$1000 of Benefit
Dependent Life - Child	\$1.00 Per Member, elective	\$1.00 Per Member, elective
LTD		
Option 1	Rate Varies	Rate Varies
Option 2	Rate Varies	Rate Varies, no change
Employee Assistance Program	Included in Rates for LTD	Included in Rates for LTD

* The above shown rates are monthly

You can count on us to help you retain and attract employees by providing the benefits and services they value – now and for years to come. We’re always available to address any questions you have about this renewal or for any service needs. Please reach out to the Tampa group office at (813) 878-0273 and we’ll be happy to help.