City of Hollywood

Finalist Evaluation

Basic Group Life and AD&D, Dependent Voluntary Life, Retiree Life and Voluntary Group Life and AD&D

January 26, 2015

Analysis by:

GEHRING GROUP
PROFESSIONAL SERVICES

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City of Hollywood
2015 Base Life and AD&D and Voluntary Life and AD&D Insurance Bid List

GEHRING GROUP
INSURANCE BROKERS & CONSULTANTS

Name of Carrier	Proposal Submission Status
Aetna	No Response
Assurant	No Response
CIGNA (Ancillary Only)	**Received**
Florida Blue/FCL	**Received**
Guardian, The	**Received after deadline**
Hartford	**Received**
Lincoln Financial Group	**Decline to Quote**
MetLife	**Received**
Minnesota Life Municipal (Public Only)	No Response
Mutual of Omaha **(Incumbent)**	**Received**
Principal Financial Group	**Decline to Quote**
Prudential	No Response
Reliance Standard	**Received**
SunLife	**Decline to Quote**
Symetra Life Insurance Company	**Received**
The Standard	**Received**
United HealthCare of Florida	**Decline to Quote**
Unum	**Decline to Quote**
Voya Financial (formerly ING)	**Decline to Quote**

City of Hollywood
Basic Group Life and AD&D, Voluntary Dependent & Retiree and Supplemental Life Insurance Rate Comparison
Effective Date: April 1, 2015

GEHRING GROUP INSURANCE BROKERS & CONSULTANTS

		Current	Proposed	Alternate	with EAP Alternate	Alternate
Basic Life and AD&D	*Volume*	Mutual of Omaha	Mutual of Omaha	MetLife	MetLife with EAP	Symetra
Basic Life Rate per $1,000	*$79,835,000*	$0.135	$0.135	$0.071	$0.081	$0.109
AD&D Rate per $1,000		$0.030	$0.030	$0.030	$0.030	$0.030
Total Basic Life and AD&D Rate		$0.165	$0.165	$0.101	$0.111	$0.139
Monthly Premium		**$13,173**	**$13,173**	**$8,063**	**$8,862**	**$11,097**
Annual Premium		**$158,073.30**	**$158,073**	**$96,760**	**$106,340**	**$133,165**
$ Increase/Decrease			**$0**	**-$61,313**	**-$51,733**	**-$24,909**
% Increase/Decrease			**0.0%**	**-38.8%**	**-32.7%**	**-15.8%**
Dependent Life and AD&D						
Option #1 Rate per Unit	*203*	$3.06	$3.06	$3.06	$3.06	$3.06
Option #2 Rate per Unit	*20*	$1.52	$1.52	$1.52	$1.52	$1.52
Monthly Premium		**$652**	**$652**	**$652**	**$652**	**$652**
Annual Premium		**$7,819**	**$7,819**	**$7,819**	**$7,819**	**$7,819**
$ Increase/Decrease			**$0**	**$0**	**$0**	**$0**
% Increase/Decrease			**0.0%**	**0.0%**	**0.0%**	**0.0%**
Retiree Life						
Retiree Life Rate per $1,000	*$1,385,000*	$3.00	$3.00	$3.00	$3.00	$3.00
Monthly Premium		**$4,155**	**$4,155**	**$4,155**	**$4,155**	**$4,155**
Annual Premium		**$49,860**	**$49,860**	**$49,860**	**$49,860**	**$49,860**
$ Increase/Decrease			**$0**	**$0**	**$0**	**$0**
% Increase/Decrease			**0.0%**	**0.0%**	**0.0%**	**0.0%**
Voluntary Life and AD&D						
Basic Life Rate per $1,000	*$49,213,500*	$0.240	$0.240	$0.276	$0.276	$0.240
AD&D Rate per $1,000		$0.030	$0.030	$0.030	$0.030	$0.030
Total Basic Life and AD&D Rate		$0.270	$0.270	$0.306	$0.306	$0.270
Monthly Premium		**$21,555**	**$21,555**	**$24,430**	**$24,430**	**$21,555**
Annual Premium		**$258,665**	**$258,665**	**$293,154**	**$293,154**	**$258,665**
$ Increase/Decrease			**$0**	**$34,489**	**$34,489**	**$0**
% Increase/Decrease			**0.0%**	**13.3%**	**13.3%**	**0.0%**
TOTAL MONTLY PREMIUM		**$39,535**	**$39,535**	**$37,299**	**$38,098**	**$37,459**
TOTAL ANNUAL PREMIUM		**$474,417.66**	**$474,417.66**	**$447,593.10**	**$457,173.30**	**$449,509.14**
$ INCREASE/DECREASE			**$0.00**	**-$26,824.56**	**-$17,244.36**	**-$24,908.52**
% INCREASE/DECREASE			**0.0%**	**-5.7%**	**-3.6%**	**-5.3%**

City of Hollywood
Basic Life and AD&D Insurance Analysis
Effective Date: April 1, 2015

GEHRING GROUP INSURANCE BROKERS & CONSULTANTS

	Current /Proposed	Alternate	Alternate
Life and AD&D Insurance	**Mutual of Omaha**	**MetLife**	**Symetra**
Classes/ Life and AD&D Benefit Amount			
Class 1 - Elected Officials	$100,000	$100,000	$100,000
Class 2 - Exec, Mngmnt, Technical, Professional & Supervisory	$100,000	$100,000	$100,000
Class 3 - Police Union	$100,000	$100,000	$100,000
Class 4 - Fire Union	$100,000	$100,000	$100,000
Class 5 - Confidential, General, Grant & Housing Authority	$25,000	$25,000	$25,000
Eligibility			
Class 1 - Elected Officials	No requirement for number of hours worked	Assumes Elected Officials are W-2 employees	No requirement for number of hours worked
Class 2,3,4,5	40 + hours per week	40 + hours per week	40 + hours per week
Waiting Period			
Class 1	Eligible upon date of hire	Eligible upon date of hire	Eligible upon date of hire
Class 2,3,4,5	1st of month following 30 days	1st of the month following 30 days	1st of the month following 30 days
Benefits			
Maximum Benefit Amount	$100,000 or $25,000	$100,000 or $25,000	$100,000 or $25,000
Guarantee Issue Amount	All amounts	All amounts	All amounts
Age Reduction	Benefits do not reduce	Benefits do not reduce	Benefits do not reduce
Accelerated Death Benefit	12 months or less to live, up to 75% of the amount of life insurance benefit available not to exceed $250,000	12 months or less to live, up to 80% of life insurance benefit available not to exceed $500,000. Minimum of $20,000	12 months or less to live, up to 75% of the amount of life insurance benefit available not to exceed $431,250 or $375,000
Waiver of Premium	Life Insurance will be continued until SSNRA if totally disabled prior to age 60. 6 month waiting period.	Life Insurance will be continued until age 70 if totally disabled prior to age 60. 6 month waiting period.	Life Insurance will be continued until SSNRA if totally disabled prior to age 60. 6 month waiting period.
Conversion	Included - Life Only	Included - Life only	Included - Life only
Portability	Not Included	Not Included	Not Included

City of Hollywood
Basic Life and AD&D Insurance Analysis
Effective Date: April 1, 2015

GEHRING GROUP INSURANCE BROKERS & CONSULTANTS

	Current /Proposed		Alternate		Alternate
Life and AD&D Insurance	**Mutual of Omaha**		**MetLife**		**Symetra**
Seatbelt Benefit	10% of principal sum up to $50,000		10% of principal sum up to $25,000		10% of principal sum up to $50,000
Airbag Benefit	10% of principal sum up to $50,000		5% of principal sum up to $10,000		10% of principal sum up to $50,000
Child Education Benefit	5% of principal sum up to $5,000		12% of principal sum up to $5,000 for up to 4 yrs		5% of principal sum up to $5,000
Coma Benefit	3%/month of the principal sum up to $5,000/month		1%/month of the principal sum up to 60 months		5% of the principal sum up to $5,000/month
Common Carrier Benefit	An amount equal to principal sum not to exceed $1,000,000		An amount equal to principal sum		An amount equal to principal sum not to exceed $1,000,000
Felonious Assault Benefit	10% of principal sum up to $20,000		10% of principal sum up to $20,000		5% of the principal sum up to $5,000
Home Alteration and Vehicle Modification	10% of principal sum up to $10,000		10% of principal sum up to $10,000		5% of the principal sum up to $5,000
Hospital Confinment Daily Income Benefit	Daily benefit equal to 1/30 of 1% of the principal sum up to $5,000/month for a max of 12 months		1% of full amount up to $2,500/month up to a max of 12 months		Not Available
Rate Guarantee	Expires 4-30-2015	3 years	3 years		3 years
Monthly Rates per $1,000	**Current**	**Proposed**	**Alternate**	**Alternate with EAP**	**Alternate**
Basic Life Rate/$1,000	**$0.135**	**$0.135**	**$0.071**	**$0.081**	**$0.109**
AD&D Rate/$1,000	**$0.030**	**$0.030**	**$0.030**	**$0.030**	**$0.030**
Total Basic Life and AD&D Rate/$1,000	**$0.165**	**$0.165**	**$0.101**	**$0.111**	**$0.139**
Volume	**$79,835,000**	**$79,835,000**	**$79,835,000**	**$79,835,000**	**$79,835,000**
TOTAL ANNUAL BASIC LIFE AND AD&D PREMIUM	**$158,073**	**$158,073**	**$96,760**	**$106,340**	**$133,165**
$ INCREASE/DECREASE		**$0**	**-$61,313**	**-$51,733**	**-$24,909**
% INCREASE/DECREASE		**0.0%**	**-38.8%**	**-32.7%**	**-15.8%**

City of Hollywood
Dependent Voluntary Life Insurance Analysis
Effective Date: April 1, 2015

GEHRING GROUP INSURANCE BROKERS & CONSULTANTS

	Volume:	Current/Proposed	Alternate	Alternate
		Mutual of Omaha	**MetLife**	**Symetra**
Dependent Benefit Amount				
Option 1				
Spouse		$10,000	$10,000	$10,000
Child		less than 14 days - $0 14 days to age 21/25 FTS - $5,000	live birth to 14 days - $0 15 days to age 26 - $5,000	less than 14 days - $0 14 days to age 25 - $5,000
Option 2				
Spouse		$5,000	$5,000	$5,000
Child		less than 14 days - $0 14 days to age 21/25 FTS - $2,500	live birth to 14 days - $0 15 days to age 26 - $2,500	less than 14 days - $0 14 days to age 25 - $2,500
Maximum Benefit Amount		Spouse - $10,000 or $5,000 Child - $5,000 or $2,500	Spouse - $10,000 or $5,000 Child - $5,000 or $2,500	Spouse - $10,000 or $5,000 Child - $5,000 or $2,500
Guarantee Issue Amount		All amounts for spouse & child	All amounts for spouse & child	All amounts for spouse & child
Age Reduction		Benefits do not reduce	Benefits do not reduce	Benefits do not reduce
Conversion		Included	Included	Included
Portability		Not Included	Included	Included
Rate Guarantee		Expires 4-30-2015 / 3 years	3 years	3 years
Monthly Rates per unit:	*Volume:*	**Current/Proposed**	**Alternate**	**Alternate**
Dependent Life Rate (Option 1)	***203***	**$3.06**	**$3.06**	**$3.06**
Dependent Life (Option 1) - Annual Premium		$7,454	$7,454	$7,454
Dependent Life Rate (Option 2)	***20***	**$1.52**	**$1.52**	**$1.52**
Dependent Life (Option 2) - Annual Premium		$365	$365	$365
TOTAL ANNUAL DEPENDENT LIFE PREMIUM		**$7,818.96**	**$7,818.96**	**$7,818.96**
$ INCREASE/DECREASE		**N/A**	**$0.00**	**$0.00**
% INCREASE/DECREASE		**N/A**	**0.0%**	**0.0%**

City of Hollywood
Retiree Voluntary Life Insurance Analysis
Effective Date: April 1, 2015

GEHRING GROUP INSURANCE BROKERS & CONSULTANTS

		Current / Proposed		Alternate	Alternate
Basic Life Insurance		**Mutual of Omaha**		**MetLife**	**Symetra**
Eligibility		Retirees and Employees in "drop" status who are actively working		Retirees and Employees in "drop" status who are actively working	Retirees and Employees in "drop" status who are actively working
Waiting Period		Not Applicable		Not Applicable	Not Applicable
Life Insurance Benefit Amount		$5,000		$5,000	$5,000
AD&D Insurance Benefit Amount		$0		$0	$0
Maximum Benefit Amount		$5,000		$5,000	$5,000
Guarantee Issue Amount		$5,000		$5,000	$5,000
Age Reduction		Benefits do not reduce		Benefits do not reduce	Benefits do not reduce
Accelerated Death Benefit		12 months or less to live, up to 75% of the amount of life insurance benefit available not to exceed $250,000		Not Included	Retirees- Not Included Drop Status - 12 months or less to live, up to 75% of the amount of life insurance benefit available not to exceed $360,000
Waiver of Premium		Life Insurance will be continued until SSNRA if totally disabled prior to age 60		Retirees - Not Included Drop Status - Life insurance will be continued until age 70 if totally disabled prior to age 60	Retirees - Not Included Drop Status - Life insurance will be continued until SSNRA if totally disabled prior to age 60
Conversion		Included		Included	Included
Portability		Not Included		Not Included	Not Included
Rate Guarantee		Rates expire 4-30-15 / 3 years		3 years	3 years
	Volume	**Current**	**Proposed**	**Alternate**	**Alternate**
Monthly Rate per $1,000	*$1,385,000*	**$3.00**	**$3.00**	**$3.00**	**$3.00**
TOTAL ANNUAL RETIREE LIFE PREMIUM		**$49,860**	**$49,860**	**$49,860**	**$49,860**
$ INCREASE/DECREASE			**$0.00**	**$0.00**	**$0.00**
% INCREASE/DECREASE			**0%**	**0%**	**0%**

**Retirees must take life insurance initially or no re-entry.*

GEHRING GROUP INSURANCE BROKERS & CONSULTANTS

City of Hollywood
Supplemental Life and AD&D Insurance Analysis
Effective Date: April 1, 2015

	Current/Proposed	Alternate	Alternate
Voluntary Life and AD&D	Mutual of Omaha	MetLife	Symetra
Eligibility Class 1 - Elected Officials	No requirement for number of hours worked	Assumes Elected Officials are W-2 employees	No requirement for number of hours worked
Class 2 - All Eligible Employees Excluding Elected Officials	40 or more hours per week	40 or more hours per week	40 or more hours per week
Waiting Period Class 1 - Elected Officials	1st of the month following date of hire	1st of the month following date of hire	1st of the month following date of hire
Class 2 - All Eligible Employees Excluding Elected Officials	1st of the month following 30 days	1st of the month following 30 days	1st of the month following 30 days
Employee Benefit Amount	$5,000 increments from $15,000 to $475,000	$5,000 increments from $15,000 to $475,000	$5,000 increments from $15,000 to $475,000
Minimum Benefit	$15,000	$15,000	$15,000
Maximum Benefit	$475,000	$475,000 (the combined maximum of Base Life and Voluntary Life cannot exceed $500,000 for current enrollees)	$475,000 (the combined maximum of Base Life and Voluntary Life cannot exceed $500,000)
Guarantee Issue Amount	$400,000	3x's annual salary or $450,000 whichever is less	$400,000
$10,000 Annual Increase	Benefit may be increased $10,000 each year without providing Evidence of Insurability up to guarantee issue amount	Benefit may be increased $10,000 each year without providing Evidence of Insurability up to guarantee issue amount	Benefit may be increased $10,000 each year without providing Evidence of Insurability up to guarantee issue amount
Age Reduction	Benefits Reduce to: 65% at age 70 45% at age 75 35% at age 80	Benefits Reduce to: 65% at age 70 45% at age 75 35% at age 80	Benefits Reduce to: 65% at age 70 45% at age 75 35% at age 80
Living Benefit	12 months or less to live, up to 75% of the amount of life insurance in force not to exceed $250,000	12 months or less to live, up to 80% of life insurance benefit available not to exceed $500,000. Minimum of $20,000	12 months or less to live, up to 75% of the amount of life insurance benefit available not to exceed $431,250 or $375,000
Waiver of Premium	Life insurance will be continued until SSNRA if totally disabled prior to age 60. 6 month waiting period.	Life Insurance will be continued until age 70 if totally disabled prior to age 60. 6 month waiting period.	Life Insurance will be continued until SSNRA if totally disabled prior to age 60. 6 month waiting period.

City of Hollywood
Supplemental Life and AD&D Insurance Analysis
Effective Date: April 1, 2015

GEHRING GROUP INSURANCE BROKERS & CONSULTANTS

	Current/Proposed	Alternate	Alternate
Voluntary Life and AD&D	**Mutual of Omaha**	**MetLife**	**Symetra**
Conversion	Included	Included	Included
Portability	Included	Included	Combined maximum of $500,000
Seatbelt Benefit	10% of principal sum up to $50,000	10% of principle sum up to $25,000	10% of principal sum up to $50,000
Airbag Benefit	10% of principal sum up to $50,000	10% of principle sum up to $10,000	10% of principal sum up to $50,000
Child Education	5% of the Principal Sum, up to $5,000	Not Included	5% of principle sum up to $5,000
Coma Benefit	3% per month of the Principal Sum, up to $5,000 per month	1%/month of the principle sum up to 60 months	5% of the principle sum up to $5,000/month
Common Carrier	An amount equal to Principal Sum not to exceed $1,000,000	An amount equal to principle sum	An amount equal to principle sum not to exceed $1,000,000
Felonious Assault	10% of the Principal Sum up to $20,000	Not Included	5% of the principle sum up to $5,000
Home Alteration and Vehicle Modification	10% of the Principal Sum up to $10,000	Not Included	5% of the principle sum up to $5,000
Hospital Confinement Daily Income Benefit	Daily benefit equal to 1/30 of 1% of the Principal Sum up to $5,000 per month.	Not Included	Not Available
Rate Guarantee	Rates expire 4-30-15 / 3 years	3 years	3 years
Participation Requirement	N/A	will accept current level	will accept current level
Basic and Supplemental Combined Life Insurance Maximum Limit	No Maximum	$500,000 combined max for current enrolles No combined max for late entrants and new hires	$500,000
	Current/Proposed	**Alternate**	**Alternate**
Voluntary Life Rate per $1,000	$0.240	$0.276	$0.240
Voluntary AD&D Rate per $1,000	$0.030	$0.030	$0.030
Total Voluntary Life and AD&D Rate per $1,000	**$0.270**	**$0.306**	**$0.270**
Volume	$49,213,500	$49,213,500	$49,213,500
TOTAL ANNUAL VOL LIFE AND AD&D PREMIUM	**$159,451.74**	**$180,711.97**	**$159,451.74**
$ INCREASE/DECREASE		**$21,260.23**	**$0.00**
% INCREASE/DECREASE		**13.3%**	**0.0%**

GEHRING GROUP INSURANCE BROKERS & CONSULTANTS

	Question:	Mutual of Omaha	MetLife	Symetra
1	What is your company's current A.M. Best, Moody's and Standard & Poor's ratings?	A.M. Best - A+ Moody's - A1 Standard & Poor's - A+	A.M. Best - A+ Moody's - Aa3 Standard & Poor's - AA-	A.M. Best - A Moody's - A3 Standard & Poor's - A
2	If awarded the coverage, confirm proposer would accept same and opposite sex domestic partners on these coverages without changes to the proposed rates.	Yes, will accept same and opposite sex domestic partners.	Yes, will accept same and opposite sex domestic partners.	Yes, will accept same and opposite sex domestic partners.
3	Confirm all policies and any other correspondence will be mailed directly to the employee.	Mutual of Omaha prepares the master policy and employee certificates of insurance and delivers to the employer for distribution to the employees/retirees.	MetLife prepares the master policy and employee certificates of insurance and delivers to the employer for distribution to the employees/retirees.	Symetra prepares the master policy and employee certificates of insurance and delivers to the employer for distribution to the employees/retirees.
4	Describe any other services provided that will support employee benefit initiatives.	Travel Assistance	Travel Assistance Identity Theft Protection Grief Counseling Total Control Account Will & Document Preparation Financial Services	Travel Assistance Identity Theft Protection Beneficiary Companion
5	Can the proposer waive the "actively at work" and dependent non-confinement provisions for all currently enrolled individuals?	Employees must be capable of active work on the day before the effective date of the policy. If an employee is on sick leave, family medical leave or an approved leave of absence, they would be covered under the policy as long as they are continuously insured under the prior plan and capable of active work up through the day before the effective date.	Employees must be capable of active work on the day before the effective date of the policy. If an employee is on sick leave, family medical leave or an approved leave of absence, they would be covered under the policy as long as they are continuously insured under the prior plan and capable of active work up through the day before the effective date.	Employees must be capable of active work on the day before the effective date of the policy. If an employee is on sick leave, family medical leave or an approved leave of absence, they would be covered under the policy as long as they are continuously insured under the prior plan and capable of active work up through the day before the effective date.
6	Proposer should include a true open enrollment for voluntary life waiving the evidence of insurability requirement in year one as well as in subsequent plan years.	One time true open enrollment of $200,000 to a maximum guarantee issue of $400,000. This will apply to those currently enrolled and those not currently enrolled.	Current enrolles with a benefit less than $50,000 may elect an amount up to $100,000 without providing a Statement of Health. Current enrollees with more than $50,000 in benefit may elect an additional amount up to $50,000 without Statement of Health. Current employees who are not currently enrolled are not eligible for this offering and would need to provide a Statement of Health. Standard statement of health rules apply to subsequent enrollees.	Proposer can offer a one-time modified open enrollment and allow an increase of $75,000 not to exceed the guarantee issue amount without providing statement of health for current enrollees and late entrants.
7	Please provide implementation time (in days) for initial set up of automated enrollment (electronic eligibility) of a new group with your company.	N/A	45 days	Standard new business implementation for a Life only policyholder is 30 days. It may be necessary to extend timeframe depending on case size and complexity.
8	Please confirm if your contract can include a 45 day grace period for premium payments.	Yes, a 45 day grace period can be included.	Yes, a 45 day grace period can be included.	Yes, a 45 day grace period can be included provided payment is made online via ACH.
9	Can the initial binder check be waived?	N/A	Yes	Yes

GEHRING GROUP INSURANCE BROKERS & CONSULTANTS

Question:		Mutual of Omaha	MetLife	Symetra
10	Participation Requirements	Current levels will be accepted	Voluntary Life - 40% Dependent Life - 19% Current levels will be accepted	Voluntary Life - 25% Current levels will be accepted
11	Will proposer increase the voluntary life guarantee issue amount from $400,000 to $450,000?	The current guarantee issue amount of $400,000 holds firm.	The guarantee issue amount of $450,000 can be applied to late entrants and new hires only. Current enrollees will maintain a guarantee issue amount of $400,000.	The current guarantee issue amount of $400,000 holds firm.
12	Will proposer include an EAP program at no additional cost to the City?	Mutual can offer a 24/7 telephonic EAP plan at no additional cost to the City. An Enhanced EAP with 3 face-to-face visits can be added at a cost of $.75 per employee per month.	MetLife will provide a 27/7 telephonic and face-to-face *via internet* (up to 3 visits) for an increase in the basic life insurance rate.	Proposer can not offer an EAP at this time. This product is attached to their long term disability program.
13	Is the proposer willing to remove the combined basic and voluntary life insurance maximum of $500,000?	Yes, this provision can be removed.	The combined $500,000 cap can be removed for late entrants and new hires only.	Yes, this provision can be removed.

GEHRING GROUP
PROFESSIONAL SERVICES

Tammie Hechler

From:	Athena Erchard <Athena.Erchard@gehringgroup.com>
Sent:	Monday, January 26, 2015 5:13 PM
To:	Tammie Hechler
Cc:	Anna Maria Studley
Subject:	Original Evaluation and Finalist Evaluation
Attachments:	012615 - 2015 Life and VLIFE Evaluation Booklet.pdf; 012615 - 2015 FINALIST Evaluation Booklet.pdf

Hi Tammie,

I'm attaching 2 versions of the analysis for the life insurance:

The first is the version that Anna Maria and I presented last week with a couple of tweaks (reds and blues that needed to be corrected.)

The second is the same evaluation narrowed down to Mutual of Omaha, MetLife and Symetra. The items that are highlighted in a gray-blue are the benefits we went back to negotiate. You'll notice that Mutual of Omaha reduced the basic life rates to match current. They also reduced the retiree life rate to match current.

In a nutshell, we went back to the carriers and asked the following:

1. Will the carriers allow for a one time true open enrollment? Each carrier came back with a "Modified" version of a true open enrollment which is outlined on the Question and Answer page.
2. Will the carriers remove the $500,000 combined maximum for basic and voluntary life? Mutual removed and MetLife and Symetra both have stipulations that are outlined in the Supplemental Life section.
3. Will each carrier increase the guarantee issue amount from $400,000? Each carrier came back with a response that must meet certain conditions. This is also listed in the Supplemental Life section.
4. Will each carrier extend a no cost EAP program? You'll see the responses to this question outlined on the Question and Answer page. Mutual can offer a telephonic EAP at no cost. MetLife has telephone and face-to-face via web based (up to 3 visits) with an increase to the basic life rate and Symetra cannot offer an EAP on their life products as this is paired with their disability products.
5. We also asked MetLife and Symetra to extend the accelerated death benefit and waiver of premium benefit to the retirees. In MetLife's case, they cannot offer the accelerated death benefit at all because the benefit is less than $20,000. MetLife will only extend the waiver of premium benefit to the "drop" status employees but not to the retirees. Symetra also remained firm and will extend the accelerated death benefit and waiver of premium benefit to the "drop" status employees only.

The City has 3 competitive proposals and each carrier is very eager to work with the City. If something doesn't make sense or you need further clarification, please don't hesitate to reach out. And let us know if there is anything additional that we may provide to assist with your decision making process.

Thanks for your patience.

PS – I realize the lines in these PDF documents like some are bolder and thicker than others but it will print fine. On the Excel document, all the lines are uniform. For some reason, Acrobat makes them look a little off.

Athena

Athena Erchard
Benefits Consultant

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City of Hollywood

Basic Group Life and AD&D, Voluntary Dependent Life, Retiree Group Life and Voluntary Group Life and AD&D Evaluation

January 19, 2015

Analysis by:

GEHRING GROUP
PROFESSIONAL SERVICES

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City of Hollywood
2015 Base Life and AD&D and Voluntary Life and AD&D Insurance Bid List

GEHRING GROUP INSURANCE BROKERS & CONSULTANTS

Name of Carrier	Proposal Submission Status
Aetna	No Response
Assurant	No Response
CIGNA (Ancillary Only)	**Received**
Florida Blue/FCL	**Received**
Guardian, The	**Received after deadline**
Hartford	**Received**
Lincoln Financial Group	**Decline to Quote**
MetLife	**Received**
Minnesota Life Municipal (Public Only)	No Response
Mutual of Omaha **(Incumbent)**	**Received**
Principal Financial Group	**Decline to Quote**
Prudential	No Response
Reliance Standard	**Received**
SunLife	**Decline to Quote**
Symetra Life Insurance Company	**Received**
The Standard	**Received**
United HealthCare of Florida	**Decline to Quote**
Unum	**Decline to Quote**
Voya Financial (formerly ING)	**Decline to Quote**

City of Hollywood
Basic Group Life and AD&D, Dependent Life, Retiree Life and Voluntary Life Insurance Rate Comparison
Effective Date: April 1, 2015

GEHRING GROUP INSURANCE BROKERS & CONSULTANTS

		Current	Proposed	Alternate	Alternate	Alternate
Basic Life and AD&D	*Volume*	Mutual of Omaha	Mutual of Omaha	MetLife	Symetra	Standard
Basic Life Rate per $1,000	*$79,835,000*	$0.135	$0.165	$0.071	$0.109	$0.110
AD&D Rate per $1,000		$0.030	$0.030	$0.030	$0.030	$0.030
Total Basic Life and AD&D Rate		$0.165	$0.195	$0.101	$0.139	$0.140
Monthly Premium		**$13,173**	**$15,568**	**$8,063**	**$11,097**	**$11,177**
Annual Premium		**$158,073.30**	**$186,814**	**$96,760**	**$133,165**	**$134,123**
$ Increase/Decrease			**$28,741**	**-$61,313**	**-$24,909**	**-$23,951**
% Increase/Decrease			**18.2%**	**-38.8%**	**-15.8%**	**-15.2%**
Dependent Life and AD&D						
Option #1 Rate per Unit	*203*	$3.06	$3.06	$3.06	$3.06	$3.06
Option #2 Rate per Unit	*20*	$1.52	$1.52	$1.52	$1.52	$1.52
Monthly Premium		**$652**	**$652**	**$652**	**$652**	**$652**
Annual Premium		**$7,819**	**$7,819**	**$7,819**	**$7,819**	**$7,819**
$ Increase/Decrease			**$0**	**$0**	**$0**	**$0**
% Increase/Decrease			**0.0%**	**0.0%**	**0.0%**	**0.0%**
Retiree Life						
Retiree Life Rate per $1,000	*$1,385,000*	$3.00	$3.75	$3.00	$3.00	$3.00
Monthly Premium		**$4,155**	**$5,194**	**$4,155**	**$4,155**	**$4,155**
Annual Premium		**$49,860**	**$62,325**	**$49,860**	**$49,860**	**$49,860**
$ Increase/Decrease			**$12,465**	**$0**	**$0**	**$0**
% Increase/Decrease			**25.0%**	**0.0%**	**0.0%**	**0.0%**
Voluntary Life and AD&D						
Basic Life Rate per $1,000	*$49,213,500*	$0.240	$0.240	$0.276	$0.240	$0.240
AD&D Rate per $1,000		$0.030	$0.030	$0.030	$0.030	$0.025
Total Basic Life and AD&D Rate		$0.270	$0.270	$0.306	$0.270	$0.265
Monthly Premium		**$21,555**	**$21,555**	**$24,430**	**$21,555**	**$21,156**
Annual Premium		**$258,665**	**$258,665**	**$293,154**	**$258,665**	**$253,875**
$ Increase/Decrease			**$0**	**$34,489**	**$0**	**-$4,790**
% Increase/Decrease			**0.0%**	**13.3%**	**0.0%**	**-1.9%**
TOTAL MONTLY PREMIUM		**$39,535**	**$42,969**	**$37,299**	**$37,459**	**$37,140**
TOTAL ANNUAL PREMIUM		**$474,417.66**	**$515,623.26**	**$447,593.10**	**$449,509.14**	**$445,677.06**
$ INCREASE/DECREASE			**$41,205.60**	**-$26,824.56**	**-$24,908.52**	**-$28,740.60**
% INCREASE/DECREASE			**8.7%**	**-5.7%**	**-5.3%**	**-6.1%**

City of Hollywood
Basic Group Life and AD&D, Dependent Life, Retiree Life and Volun
Effective Date: April 1, 2015

GEHRING GROUP INSURANCE BROKERS & CONSULTANTS

		Current	Alternate	Alternate	Alternate	Alternate
Basic Life and AD&D	*Volume*	Mutual of Omaha	Reliance Standard	Hartford	Cigna	FL Combined Life
Basic Life Rate per $1,000	*$79,835,000*	$0.135	$0.120	$0.130	$0.135	$0.135
AD&D Rate per $1,000		$0.030	$0.030	$0.030	$0.030	$0.030
Total Basic Life and AD&D Rate		$0.165	$0.150	$0.160	$0.165	$0.165
Monthly Premium		**$13,173**	**$11,975**	**$12,774**	**$13,173**	**$13,173**
Annual Premium		**$158,073.30**	**$143,703**	**$153,283**	**$158,073**	**$158,073**
$ Increase/Decrease			**-$14,370**	**-$4,790**	**$0**	**$0**
% Increase/Decrease			**-9.1%**	**-3.0%**	**0.0%**	**0.0%**
Dependent Life and AD&D						
Option #1 Rate per Unit	*203*	$3.06	$3.06	$3.06	$3.06	$3.06
Option #2 Rate per Unit	*20*	$1.52	$1.52	$1.52	$1.52	$1.52
Monthly Premium		**$652**	**$652**	**$652**	**$652**	**$652**
Annual Premium		**$7,819**	**$7,819**	**$7,819**	**$7,819**	**$7,819**
$ Increase/Decrease			**$0**	**$0**	**$0**	**$0**
% Increase/Decrease			**0.0%**	**0.0%**	**0.0%**	**0.0%**
Retiree Life						
Retiree Life Rate per $1,000	*$1,385,000*	$3.00	$3.00	$3.00	$3.00	$3.00
Monthly Premium		**$4,155**	**$4,155**	**$4,155**	**$4,155**	**$4,155**
Annual Premium		**$49,860**	**$49,860**	**$49,860**	**$49,860**	**$49,860**
$ Increase/Decrease			**$0**	**$0**	**$0**	**$0**
% Increase/Decrease			**0.0%**	**0.0%**	**0.0%**	**0.0%**
Voluntary Life and AD&D						
Basic Life Rate per $1,000	*$49,213,500*	$0.240	$0.240	$0.315	$0.340	$0.390
AD&D Rate per $1,000		$0.030	$0.030	$0.035	$0.030	$0.030
Total Basic Life and AD&D Rate		$0.270	$0.270	$0.350	$0.370	$0.420
Monthly Premium		**$21,555**	**$21,555**	**$27,942**	**$29,539**	**$33,531**
Annual Premium		**$258,665**	**$258,665**	**$335,307**	**$354,467**	**$402,368**
$ Increase/Decrease			**$0**	**$76,642**	**$95,802**	**$143,703**
% Increase/Decrease			**0.0%**	**29.6%**	**37.0%**	**55.6%**
TOTAL MONTLY PREMIUM		**$39,535**	**$38,337**	**$45,522**	**$47,518**	**$51,510**
TOTAL ANNUAL PREMIUM		**$474,417.66**	**$460,047.36**	**$546,269.16**	**$570,219.66**	**$618,120.66**
$ INCREASE/DECREASE			**-$14,370.30**	**$71,851.50**	**$95,802.00**	**$143,703.00**
% INCREASE/DECREASE			**-3.0%**	**15.1%**	**20.2%**	**30.3%**

City of Hollywood
Basic Life and AD&D Insurance Analysis
Effective Date: April 1, 2015

GEHRING GROUP INSURANCE BROKERS & CONSULTANTS

	Current /Proposed	Alternate	Alternate	Alternate
Life and AD&D Insurance	**Mutual of Omaha**	**MetLife**	**Symetra**	**Standard**
Classes/ Life and AD&D Benefit Amount				
Class 1 - Elected Officials	$100,000	$100,000	$100,000	$100,000
Class 2 - Exec, Mngmnt, Technical, Professional & Supervisory	$100,000	$100,000	$100,000	$100,000
Class 3 - Police Union	$100,000	$100,000	$100,000	$100,000
Class 4 - Fire Union	$100,000	$100,000	$100,000	$100,000
Class 5 - Confidential, General, Grant & Housing Authority	$25,000	$25,000	$25,000	$25,000
Eligibility				
Class 1 - Elected Officials	No requirement for number of hours worked	Assumes Elected Officials are W-2 employees	No requirement for number of hours worked	No requirement for number of hours worked
Class 2,3,4,5	40 + hours per week	40 + hours per week	40 + hours per week	40 + hours per week
Waiting Period				
Class 1	Eligible upon date of hire	Eligible upon date of hire	Eligible upon date of hire	Eligible upon date of hire
Class 2,3,4,5	1st of month following 30 days	1st of the month following 30 days	1st of the month following 30 days	1st of the month following 30 days
Benefits				
Maximum Benefit Amount	$100,000 or $25,000	$100,000 or $25,000	$100,000 or $25,000	$100,000 or $25,000
Guarantee Issue Amount	All amounts	All amounts	All amounts	All amounts
Age Reduction	Benefits do not reduce	Benefits do not reduce	Benefits do not reduce	Benefits do not reduce
Accelerated Death Benefit	12 months or less to live, up to 75% of the amount of life insurance benefit available not to exceed $250,000	12 months or less to live, up to 80% of life insurance benefit available not to exceed $500,000. Minimum of $20,000	12 months or less to live, up to 75% of the amount of life insurance benefit available not to exceed $431,250 or $375,000	12 months or less to live, up to 75% of the amount of life insurance benefit available not to exceed $500,000
Waiver of Premium	Life Insurance will be continued until SSNRA if totally disabled prior to age 60	Life Insurance will be continued until age 70 if totally disabled prior to age 60. 6 month waiting period.	Life Insurance will be continued until SSNRA if totally disabled prior to age 60. 6 month waiting period.	Life Insurance will be continued until SSNRA if totally disabled prior to age 60. 6 month waiting period.
Conversion	Included - Life only	Included - Life only	Included - Life only	Included - Life only
Portability	Not Included	Not Included	Not Included	Included

City of Hollywood
Basic Life and AD&D Insurance Analysis
Effective Date: April 1, 2015

GEHRING GROUP
INSURANCE BROKERS & CONSULTANTS

	Current /Proposed		Alternate	Alternate	Alternate
Life and AD&D Insurance	**Mutual of Omaha**		**MetLife**	**Symetra**	**Standard**
Seatbelt Benefit	10% of principal sum up to $50,000		10% of principal sum up to $25,000	10% of principal sum up to $50,000	100% of principal sum up to $10,000
Airbag Benefit	10% of principal sum up to $50,000		5% of principal sum up to $10,000	10% of principal sum up to $50,000	100% of principal sum up to $5,000
Child Education Benefit	5% of principal sum up to $5,000		12% of principal sum up to $5,000 for up to 4 yrs	5% of principal sum up to $5,000	Lesser of $20,000 or 25% of the AD&D benefit, not to exceed $5,000/yr up to 4 yrs
Coma Benefit	3%/month of the principal sum up to $5,000/month		1%/month of the principal sum up to 60 months	5% of the principal sum up to $5,000/month	1%/month of the principal sum until reaching 100% of the death benefit
Common Carrier Benefit	An amount equal to principal sum not to exceed $1,000,000		An amount equal to principal sum	An amount equal to principal sum not to exceed $1,000,000	Lesser of $200,000 or 100% of the AD&D benefit
Felonious Assault Benefit	10% of principal sum up to $20,000		10% of principal sum up to $20,000	5% of the principal sum up to $5,000	Lesser of $25,000 or 50% of the AD&D benefit
Home Alteration and Vehicle Modification	10% of principal sum up to $10,000		10% of principal sum up to $10,000	5% of the principal sum up to $5,000	Not Available
Hospital Confinment Daily Income Benefit	Daily benefit equal to 1/30 of 1% of the principal sum up to $5,000/month for a max of 12 months		1% of full amount up to $2,500/month up to a max of 12 months	Not Available	Not Available
Rate Guarantee	Expires 4/30/2015	3 years	3 years	3 years	3 years
Monthly Rates per $1,000	**Current**	**Proposed**	**Alternate**	**Alternate**	**Alternate**
Basic Life Rate/$1,000	**$0.135**	**$0.165**	**$0.071**	**$0.109**	**$0.110**
AD&D Rate/$1,000	**$0.030**	**$0.030**	**$0.030**	**$0.030**	**$0.030**
Total Basic Life and AD&D Rate/$1,000	**$0.165**	**$0.195**	**$0.101**	**$0.139**	**$0.140**
Volume	**$79,835,000**	**$79,835,000**	**$79,835,000**	**$79,835,000**	**$79,835,000**
TOTAL ANNUAL BASIC LIFE AND AD&D PREMIUM	**$158,073**	**$186,814**	**$96,760**	**$133,165**	**$134,123**
$ INCREASE/DECREASE		**$28,741**	**-$61,313**	**-$24,909**	**-$23,951**
% INCREASE/DECREASE		**18.2%**	**-38.8%**	**-15.8%**	**-15.2%**

City of Hollywood
Basic Life and AD&D Insurance Analysis
Effective Date: April 1, 2015

GEHRING GROUP INSURANCE BROKERS & CONSULTANTS

	Current/Proposed	Alternate	Alternate
Life and AD&D Insurance	**Mutual of Omaha**	**Reliance Standard**	**Hartford**
Classes/ Life and AD&D Benefit Amount			
Class 1 - Elected Officials	$100,000	$100,000	$100,000
Class 2 - Exec, Mngmnt, Technical, Professional & Supervisory	$100,000	$100,000	$100,000
Class 3 - Police Union	$100,000	$100,000	$100,000
Class 4 - Fire Union	$100,000	$100,000	$100,000
Class 5 - Confidential, General, Grant & Housing Authority	$25,000	$25,000	$25,000
Eligibility			
Class 1 - Elected Officials	No requirement for number of hours worked	No requirement for number of hours worked	No requirement for number of hours worked
Class 2,3,4,5	40 + hours per week	40 + hours per week	40 + hours per week
Waiting Period			
Class 1	Eligible upon date of hire	Eligible upon date of hire	Eligible upon date of hire
Class 2,3,4,5	1st of month following 30 days	1st of the month following 30 days	1st of the month following 30 days
Benefits			
Maximum Benefit Amount	$100,000 or $25,000	$100,000 or $25,000	$100,000 or $25,000
Guarantee Issue Amount	All amounts	All amounts	All amounts
Age Reduction	Benefits do not reduce	Benefits do not reduce	Benefits do not reduce
Accelerated Death Benefit	12 months or less to live, up to 75% of the amount of life insurance benefit available not to exceed $250,000	12 months or less to live, up to 75% of the amount of life insurance benefit available not to exceed $500,000	12 months or less to live, up to 80% of the amount of life insurance benefit available not to exceed $100,000
Waiver of Premium	Life Insurance will be continued until SSNRA if totally disabled prior to age 60	Life Insurance will be continued until age 70 if totally disabled prior to age 60	Life Insurance will be continued until SSNRA if totally disabled prior to age 60. 6 month waiting period. Retirees Excluded
Conversion	Included	Included - Life only	Included - Life only
Portability	Not Included	Not Included	Included
Seatbelt Benefit	10% of principle sum up to $50,000	10% of principle sum up to $50,000	10% of principle sum up to $10,000
Airbag Benefit	10% of principle sum up to $50,000	Not Available	5% of principle sum up to $5,000
Child Education Benefit	5% of principle sum up to $5,000	Can be added	5% of principle sum up to $5,000
Coma Benefit	3%/month of the principal sum up to $5,000/month	Can be added	1%/month of the principal sum up to $5,000/month

City of Hollywood
Basic Life and AD&D Insurance Analysis
Effective Date: April 1, 2015

GEHRING GROUP
INSURANCE BROKERS & CONSULTANTS

	Current/Proposed		Alternate	Alternate
Life and AD&D Insurance	Mutual of Omaha		Reliance Standard	Hartford
Common Carrier Benefit	An amount equal to principle sum not to exceed $1,000,000		Can be added	Not Available
Felonious Assault Benefit	10% of principle sum up to $20,000		Can be added	10% of principle sum up to $10,000
Home Alteration and Vehicle Modification	10% of principle sum up to $10,000		Not Available	5% of principle sum up to $5,000
Hospital Confinment Daily Income Benefit	Daily benefit equal to 1/30 of 1% of the principle sum up to $5,000/month for a max of 12 months		Not Available	Not Available
Rate Guarantee	Expires 4/30/2015	3 years	2 years	3 years
Monthly Rates per $1,000	Current	Proposed	Alternate	Alternate
Basic Life Rate/$1,000	$0.135	$0.165	$0.120	$0.130
AD&D Rate/$1,000	$0.030	$0.030	$0.030	$0.030
Total Basic Life and AD&D Rate/$1,000	$0.165	$0.195	$0.150	$0.160
Volume	$79,835,000	$79,835,000	$79,835,000	$79,835,000
TOTAL ANNUAL BASIC LIFE AND AD&D PREMIUM	$158,073	$186,814	$143,703	$153,283
$ INCREASE/DECREASE		$28,741	-$14,370	-$4,790
% INCREASE/DECREASE		18.2%	-9.1%	-3.0%

City of Hollywood
Basic Life and AD&D Insurance Analysis
Effective Date: April 1, 2015

GEHRING GROUP INSURANCE BROKERS & CONSULTANTS

	Current/Proposed	Alternate	Alternate
Life and AD&D Insurance	**Mutual of Omaha**	**Cigna**	**Florida Combined Life**
Classes/ Life and AD&D Benefit Amount			
Class 1 - Elected Officials	$100,000	$100,000	$100,000
Class 2 - Exec, Mngmnt, Technical, Professional & Supervisory	$100,000	$100,000	$100,000
Class 3 - Police Union	$100,000	$100,000	$100,000
Class 4 - Fire Union	$100,000	$100,000	$100,000
Class 5 - Confidential, General, Grant & Housing Authority	$25,000	$25,000	$25,000
Eligibility			
Class 1 - Elected Officials	No requirement for number of hours worked	No requirement for number of hours worked	No requirement for number of hours worked
Class 2,3,4,5	40 + hours per week	40 + hours per week	40 + hours per week
Waiting Period			
Class 1	Eligible upon date of hire	Eligible upon date of hire	Eligible upon date of hire
Class 2,3,4,5	1st of month following 30 days	1st of the month following 30 days	1st of the month following 30 days
Benefits			
Maximum Benefit Amount	$100,000 or $25,000	$100,000 or $25,000	$100,000 or $25,000
Guarantee Issue Amount	All amounts	All amounts	All amounts
Age Reduction	Benefits do not reduce	Benefits do not reduce	Benefits do not reduce
Accelerated Death Benefit	12 months or less to live, up to 75% of the amount of life insurance benefit available not to exceed $250,000	12 months or less to live, up to 75% of the amount of life insurance benefit available not to exceed $250,000	12 months or less to live, up to 75% of the amount of life insurance benefit available not to exceed $250,000
Waiver of Premium	Life Insurance will be continued until SSNRA if totally disabled prior to age 60	Life Insurance will be continued until SSNRA if totally disabled prior to age 60	Life Insurance will be continued until SSNRA if totally disabled prior to age 60
Conversion	Included	Included - Life only	Included - Life only
Portability	Not Included	Not Included	Not Included
Seatbelt Benefit	10% of principle sum up to $50,000	5% of principle sum up to $10,000	10% of principle sum up to $10,000
Airbag Benefit	10% of principle sum up to $50,000	10% of principle sum up to $25,000	10% of principle sum up to $10,000

City of Hollywood
Basic Life and AD&D Insurance Analysis
Effective Date: April 1, 2015

	Current/Proposed		Alternate	Alternate
Life and AD&D Insurance	Mutual of Omaha		Cigna	Florida Combined Life
Child Education Benefit	5% of principle sum up to $5,000		5% of principle sum up to $5,000	5% of principle sum up to $2,500
Coma Benefit	3%/month of the principal sum up to $5,000/month		3%/month of the principal sum up to $5,000/month	5%/month of the principal sum up to 11 months
Common Carrier Benefit	An amount equal to principle sum not to exceed $1,000,000		An amount equal to principle sum not to exceed $1,000,000	2x's AD&D benefit
Felonious Assault Benefit	10% of principle sum up to $20,000		10% of principle sum up to $20,000	Not Available
Home Alteration and Vehicle Modification	10% of principle sum up to $10,000		10% of principle sum up to $10,000	Not Available
Hospital Confinment Daily Income Benefit	Daily benefit equal to 1/30 of 1% of the principle sum up to $5,000/month for a max of 12 months		Daily benefit equal to 1/30 of 1% of the principle sum up to $5,000/month	Not Available
Rate Guarantee	Expires 4/30/2015	3 years	3 years	2 years
Monthly Rates per $1,000	Current	Proposed	Alternate	Alternate
Basic Life Rate/$1,000	$0.135	$0.165	$0.135	$0.135
AD&D Rate/$1,000	$0.030	$0.030	$0.030	$0.030
Total Basic Life and AD&D Rate/$1,000	$0.165	$0.195	$0.165	$0.165
Volume	$79,835,000	$79,835,000	$79,835,000	$79,835,000
TOTAL ANNUAL BASIC LIFE AND AD&D PREMIUM	$158,073	$186,814	$158,073	$158,073
$ INCREASE/DECREASE		$28,741	$0	$0
% INCREASE/DECREASE		18.2%	0.0%	0.0%

City of Hollywood
Dependent Voluntary Life Insurance Analysis
Effective Date: April 1, 2015

GEHRING GROUP INSURANCE BROKERS & CONSULTANTS

		Current/Proposed	Alternate	Alternate	Alternate
		Mutual of Omaha	**MetLife**	**Symetra**	**Standard**
Dependent Benefit Amount					
Option 1					
Spouse		$10,000	$10,000	$10,000	$10,000
Child		less than 14 days - $0 14 days to age 21/25 FTS - $5,000	live birth to 14 days - $0 15 days to age 26 - $5,000	less than 14 days - $0 14 days to age 25 - $5,000	live birth to 14 days - $5,000 14 days to age 20/24 FTS - $5,000
Option 2					
Spouse		$5,000	$5,000	$5,000	$5,000
Child		less than 14 days - $0 14 days to age 21/25 FTS - $2,500	live birth to 14 days - $0 15 days to age 26 - $2,500	less than 14 days - $0 14 days to age 25 - $2,500	live birth to 14 days - $5,000 14 days to age 20/24 FTS - $5,000
Maximum Benefit Amount		Spouse - $10,000 or $5,000 Child - $5,000 or $2,500	Spouse - $10,000 or $5,000 Child - $5,000 or $2,500	Spouse - $10,000 or $5,000 Child - $5,000 or $2,500	Spouse - $10,000 or $5,000 Child - $5,000 or $2,500
Guarantee Issue Amount		All amounts for spouse & child	All amounts for spouse & child	All amounts for spouse & child	All amounts for spouse & child
Age Reduction		Benefits do not reduce	Benefits do not reduce	Benefits do not reduce	Benefits do not reduce
Conversion		Included	Included	Included	Included
Portability		Not Included	Included	Included	Included
Rate Guarantee		Expires 4-30-2015 / 3 years	3 years	3 years	3 years
Monthly Rates per unit:	*Volume:*	**Current/Proposed**	**Alternate**	**Alternate**	**Alternate**
Dependent Life Rate (Option 1)	***203***	**$3.06**	**$3.06**	**$3.06**	**$3.06**
Dependent Life (Option 1) - Annual Premium		$7,454	$7,454	$7,454	$7,454
Dependent Life Rate (Option 2)	***20***	**$1.52**	**$1.52**	**$1.52**	**$1.52**
Dependent Life (Option 2) - Annual Premium		$365	$365	$365	$365
TOTAL ANNUAL DEPENDENT LIFE PREMIUM		**$7,818.96**	**$7,818.96**	**$7,818.96**	**$7,818.96**
$ INCREASE/DECREASE		**N/A**	**$0.00**	**$0.00**	**$0.00**
% INCREASE/DECREASE		**N/A**	**0.0%**	**0.0%**	**0.0%**

City of Hollywood
Dependent Voluntary Life Insurance Analysis
Effective Date: April 1, 2015

GEHRING GROUP INSURANCE BROKERS & CONSULTANTS

		Current/Proposed	Alternate	Alternate
		Mutual of Omaha	Reliance Standard	Hartford
Dependent Benefit Amount				
Option 1				
Spouse		$10,000	$10,000	$10,000
Child		less than 14 days - $0 14 days to age 21/25 FTS - $5,000	less than 14 days - $0 14 days to age 21/25 FTS - $5,000	less than 15 days - $500 15 days to age 21 - $5,000
Option 2				
Spouse		$5,000	$5,000	$5,000
Child		less than 14 days - $0 14 days to age 21/25 FTS - $2,500	less than 14 days - $0 14 days to age 21/25 FTS - $2,500	less than 15 days - $250 15 days to age 21 - $2,500
Maximum Benefit Amount		Spouse - $10,000 or $5,000 Child - $5,000 or $2,500	Spouse - $10,000 or $5,000 Child - $5,000 or $2,500	Spouse - $10,000 or $5,000 Child - $5,000 or $2,500
Guarantee Issue Amount		All amounts for spouse & child	All amounts for spouse & child	All amounts for spouse & child
Age Reduction		Benefits do not reduce	Benefits do not reduce	Benefits do not reduce
Conversion		Included	Included	Included
Portability		Not Included	Included	Not Included
Rate Guarantee		Expires 4-30-2015 / 3 years	2 years	2 years
Monthly Rates per unit:	*Volume:*	**Current/Proposed**	**Alternate**	**Alternate**
Dependent Life Rate (Option 1)	*203*	**$3.06**	**$3.06**	**$3.06**
Dependent Life (Option 1) - Annual Premium		$7,454	$7,454	$7,454
Dependent Life Rate (Option 2)	*20*	**$1.52**	**$1.52**	**$1.52**
Dependent Life (Option 2) - Annual Premium		$365	$365	$365
TOTAL ANNUAL DEPENDENT LIFE PREMIUM		**$7,818.96**	**$7,818.96**	**$7,818.96**
$ INCREASE/DECREASE		**N/A**	**$0.00**	**$0.00**
% INCREASE/DECREASE		**N/A**	**0.0%**	**0.0%**

City of Hollywood
Dependent Voluntary Life Insurance Analysis
Effective Date: April 1, 2015

GEHRING GROUP INSURANCE BROKERS & CONSULTANTS

		Current/Proposed	Alternate	Alternate
		Mutual of Omaha	Cigna	Florida Combined Life
Dependent Benefit Amount				
Option 1				
Spouse		$10,000	$10,000	$10,000
Child		less than 14 days - $0 14 days to age 21/25 FTS - $5,000	birth to 6 months - $500 6 months to age 21/25 FTS - $5,000	birth to 14 days - $100 14 days to age 30 - $5,000
Option 2				
Spouse		$5,000	$5,000	$5,000
Child		less than 14 days - $0 14 days to age 21/25 FTS - $2,500	birth to 6 months - $500 6 months to age 21/25 FTS - $5,000	birth to 14 days - $100 14 days to age 30 - $2,500
Maximum Benefit Amount		Spouse - $10,000 or $5,000 Child - $5,000 or $2,500	Spouse - $10,000 or $5,000 Child - $5,000 or $2,500	Spouse - $10,000 or $5,000 Child - $5,000 or $2,500
Guarantee Issue Amount		All amounts for spouse & child	All amounts for spouse & child	All amounts for spouse & child
Age Reduction		Benefits do not reduce	Benefits do not reduce	Benefits do not reduce
Conversion		Included	Included	Included
Portability		Not Included	Not Included	Not Included
Rate Guarantee		Expires 4-30-2015 / 3 years	3 years	3 years
Monthly Rates per unit:	*Volume:*	**Current/Proposed**	**Alternate**	**Alternate**
Dependent Life Rate (Option 1)	***203***	**$3.06**	**$3.06**	**$3.06**
Dependent Life (Option 1) - Annual Premium		$7,454	$7,454	$7,454
Dependent Life Rate (Option 2)	***20***	**$1.52**	**$1.52**	**$1.52**
Dependent Life (Option 2) - Annual Premium		$365	$365	$365
TOTAL ANNUAL DEPENDENT LIFE PREMIUM		**$7,818.96**	**$7,818.96**	**$7,818.96**
$ INCREASE/DECREASE		**N/A**	**$0.00**	**$0.00**
% INCREASE/DECREASE		**N/A**	**0.0%**	**0.0%**

City of Hollywood
Retiree Voluntary Life Insurance Analysis
Effective Date: April 1, 2015

GEHRING GROUP
INSURANCE BROKERS & CONSULTANTS

		Current / Proposed		Alternate	Alternate	Alternate
Basic Life Insurance		**Mutual of Omaha**		**MetLife**	**Symetra**	**Standard**
Eligibility		Retirees and Employees in "drop" status who are actively working		Retirees and Employees in "drop" status who are actively working	Retirees and Employees in "drop" status who are actively working	Retirees and Employees in "drop" status who are actively working
Waiting Period		Not Applicable		Not Applicable	Not Applicable	Not Applicable
Life Insurance Benefit Amount		$5,000		$5,000	$5,000	$5,000
AD&D Insurance Benefit Amount		$0		$0	$0	$0
Maximum Benefit Amount		$5,000		$5,000	$5,000	$5,000
Guarantee Issue Amount		$5,000		$5,000	$5,000	$5,000
Age Reduction		Benefits do not reduce		Benefits do not reduce	Benefits do not reduce	Benefits do not reduce
Accelerated Death Benefit		12 months or less to live, up to 75% of the amount of life insurance benefit available not to exceed $250,000		Not Included	Retirees- Not Included Drop Status - 12 months or less to live, up to 75% of the amount of life insurance benefit available not to exceed $360,000	Not Included
Waiver of Premium		Life Insurance will be continued until SSNRA if totally disabled prior to age 60		Retirees - Not Included Drop Status - Life insurance will be continued until age 70 if totally disabled prior to age 60	Retirees - Not Included Drop Status - Life insurance will be continued until SSNRA if totally disabled prior to age 60	Not Included
Conversion		Included		Included	Included	Included
Portability		Not Included		Not Included	Not Included	Not Included
Rate Guarantee		Rates expire 4/30/15		3 years	3 years	3 years
	Volume	**Current**	**Proposed**	**Alternate**	**Alternate**	**Alternate**
Monthly Rate per $1,000	*$1,385,000*	**$3.00**	**$3.75**	**$3.00**	**$3.00**	**$3.00**
TOTAL ANNUAL RETIREE LIFE PREMIUM		**$49,860**	**$62,325**	**$49,860**	**$49,860**	**$49,860**
$ INCREASE/DECREASE			**$12,465.00**	**$0.00**	**$0.00**	**$0.00**
% INCREASE/DECREASE			**25%**	**0%**	**0%**	**0%**

**Retirees must take life insurance initially or no re-entry.*

GEHRING GROUP INSURANCE BROKERS & CONSULTANTS

City of Hollywood
Retiree Voluntary Life Insurance Analysis
Effective Date: April 1, 2015

		Current / Proposed		Alternate	Alternate	Alternate	Alternate
Basic Life Insurance		**Mutual of Omaha**		**Reliance Standard**	**Hartford**	**Cigna**	**Florida Combined Life**
Eligibility		Retirees and Employees in "drop" status who are actively working		Retirees and Employees in "drop" status who are actively working	Retirees and Employees in "drop" status who are actively working	Retirees and Employees in "drop" status who are actively working	Retirees and Employees in "drop" status who are actively working
Waiting Period		Not Applicable		Not Applicable	Not Applicable	Not Applicable	Not Applicable
Life Insurance Benefit Amount		$5,000		$5,000	$5,000	$5,000	$5,000
AD&D Insurance Benefit Amount		$0		$0	$0	$0	$0
Maximum Benefit Amount		$5,000		$5,000	$5,000	$5,000	$5,000
Guarantee Issue Amount		$5,000		$5,000	$5,000	$5,000	$5,000
Age Reduction		Benefits do not reduce		Benefits do not reduce	Benefits do not reduce	Benefits do not reduce	Benefits do not reduce
Accelerated Death Benefit		12 months or less to live, up to 75% of the amount of life insurance benefit available not to exceed $250,000		Not Included	Not Included	Not Included	Not Included
Waiver of Premium		Life Insurance will be continued until SSNRA if totally disabled prior to age 60		Not Included	Not Included	Life Insurance will be continued until SSNRA if totally disabled prior to age 60	Not Included
Conversion		Included		Included	Included	Included	Included
Portability		Not Included		Not Included	Not Included	Not Included	Not Included
Rate Guarantee		Rates expire 4/30/15		3 years	2 years	3 years	2 years
	Volume	**Current**	**Proposed**	**Alternate**	**Alternate**	**Alternate**	**Alternate**
Monthly Rate per $1,000	*$1,385,000*	**$3.00**	**$3.75**	**$3.00**	**$3.00**	**$3.00**	**$3.00**
TOTAL ANNUAL RETIREE LIFE PREMIUM		**$49,860**	**$62,325**	**$49,860**	**$49,860**	**$49,860**	**$49,860**
$ INCREASE/DECREASE			**$12,465.00**	**$0.00**	**$0.00**	**$0.00**	**$0.00**
% INCREASE/DECREASE			**25%**	**0%**	**0%**	**0%**	**0%**

**Retirees must take life insurance initially or no re-entry.*

City of Hollywood
Supplemental Life and AD&D Insurance Analysis
Effective Date: April 1, 2015

GEHRING GROUP INSURANCE BROKERS & CONSULTANTS

	Current/Proposed	Alternate	Alternate	Alternate
Voluntary Life and AD&D	Mutual of Omaha	MetLife	Symetra	Standard
Eligibility				
Class 1 - Elected Officials	No requirement for number of hours worked	Assumes Elected Officials are W-2 employees	No requirement for number of hours worked	No requirement for number of hours worked
Class 2 - All Eligible Employees Excluding Elected Officials	40 or more hours per week	40 or more hours per week	40 or more hours per week	40 or more hours per week
Waiting Period				
Class 1 - Elected Officials	1st of the month following date of hire	1st of the month following date of hire	1st of the month following date of hire	1st of the month following date of hire
Class 2 - All Eligible Employees Excluding Elected Officials	1st of the month following 30 days	1st of the month following 30 days	1st of the month following 30 days	1st of the month following 30 days
Employee Benefit Amount	$5,000 increments from $15,000 to $475,000	$5,000 increments from $15,000 to $475,000	$5,000 increments from $15,000 to $475,000	$5,000 increments from $15,000 to $475,000
Minimum Benefit	$15,000	$15,000	$15,000	$15,000
Maximum Benefit	$475,000 (the combined maximum of Base Life and Voluntary Life cannot exceed $500,000)	$475,000 (the combined maximum of Base Life and Voluntary Life cannot exceed $500,000)	$475,000 (the combined maximum of Base Life and Voluntary Life cannot exceed $500,000)	$475,000 (the combined maximum of Base Life and Voluntary Life cannot exceed $500,000)
Guarantee Issue Amount	$400,000	$400,000	$400,000	$400,000
$10,000 Annual Increase	Benefit may be increased $10,000 each year without providing Evidence of Insurability up to guarantee issue amount	Benefit may be increased $10,000 each year without providing Evidence of Insurability up to guarantee issue amount	Benefit may be increased $10,000 each year without providing Evidence of Insurability up to guarantee issue amount	Benefit may be increased $10,000 each year without providing Evidence of Insurability up to guarantee issue amount
Age Reduction	Benefits Reduce to: 65% at age 70 45% at age 75 35% at age 80	Benefits Reduce to: 65% at age 70 45% at age 75 35% at age 80	Benefits Reduce to: 65% at age 70 45% at age 75 35% at age 80	Benefits Reduce to: 65% at age 70 45% at age 75 35% at age 80
Living Benefit	12 months or less to live, up to 75% of the amount of life insurance in force not to exceed $250,000	12 months or less to live, up to 80% of life insurance benefit available not to exceed $500,000. Minimum of $20,000	12 months or less to live, up to 75% of the amount of life insurance benefit available not to exceed $431,250 or $375,000	12 months or less to live, up to 75% of the amount of life insurance benefit available not to exceed $500,000
Waiver of Premium	Life insurance will be continued until SSNRA if totally disabled prior to age 60. 6 month waiting period.	Life Insurance will be continued until age 70 if totally disabled prior to age 60. 6 month waiting period.	Life Insurance will be continued until SSNRA if totally disabled prior to age 60. 6 month waiting period.	Life Insurance will be continued until SSNRA if totally disabled prior to age 60. 6 month waiting period.

GEHRING GROUP
INSURANCE BROKERS & CONSULTANTS

City of Hollywood
Supplemental Life and AD&D Insurance Analysis
Effective Date: April 1, 2015

	Current/Proposed	Alternate	Alternate	Alternate
Voluntary Life and AD&D	**Mutual of Omaha**	**MetLife**	**Symetra**	**Standard**
Conversion	Included	Included	Included	Included
Portability	Included	Included	Combined maximum of $250,000	Included
Seatbelt Benefit	10% of principal sum up to $50,000	10% of principle sum up to $25,000	10% of principal sum up to $50,000	100% of principle sum up to $10,000
Airbag Benefit	10% of principal sum up to $50,000	10% of principle sum up to $10,000	10% of principal sum up to $50,000	100% of principle sum up to $5,000
Child Education	5% of the Principal Sum, up to $5,000	Not Included	5% of principle sum up to $5,000	Lesser of $20,000 or 25% of the AD&D benefit, not to exceed $5,000/yr up to 4 yrs
Coma Benefit	3% per month of the Principal Sum, up to $5,000 per month	1%/month of the principle sum up to 60 months	5% of the principle sum up to $5,000/month	1%/month of the principle sum until reaching 100% of the death benefit
Common Carrier	An amount equal to Principal Sum not to exceed $1,000,000	An amount equal to principle sum	An amount equal to principle sum not to exceed $1,000,000	Lesser of $200,000 or 100% of the AD&D benefit
Felonious Assault	10% of the Principal Sum up to $20,000	Not Included	5% of the principle sum up to $5,000	Lesser of $25,000 or 50% of the AD&D benefit
Home Alteration and Vehicle Modification	10% of the Principal Sum up to $10,000	Not Included	5% of the principle sum up to $5,000	Not Available
Hospital Confinement Daily Income Benefit	Daily benefit equal to 1/30 of 1% of the Principal Sum up to $5,000 per month.	Not Included	Not Available	Not Available
Rate Guarantee	Rates expire 4-30-15 / 3 years	3 years	3 years	3 years
Participation Requirement	N/A	40%	25% - will accept current level	40% - will accept current level
Basic and Supplemental Combined Life Insurance Maximum Limit	$500,000	$500,000	$500,000	$500,000
	Current/Proposed	**Alternate**	**Alternate**	**Alternate**
Voluntary Life Rate per $1,000	$0.240	$0.276	$0.240	$0.240
Voluntary AD&D Rate per $1,000	$0.030	$0.030	$0.030	$0.025
Total Voluntary Life and AD&D Rate per $1,000	**$0.270**	**$0.306**	**$0.270**	**$0.265**
Volume	$49,213,500	$49,213,500	$49,213,500	$49,213,500
TOTAL ANNUAL VOL LIFE AND AD&D PREMIUM	**$159,451.74**	**$180,711.97**	**$159,451.74**	**$156,498.93**
$ INCREASE/DECREASE		**$21,260.23**	**$0.00**	**-$2,952.81**
% INCREASE/DECREASE		**13.3%**	**0.0%**	**-1.9%**

City of Hollywood
Supplemental Life and AD&D Insurance Analysis
Effective Date: April 1, 2015

GEHRING GROUP
INSURANCE BROKERS & CONSULTANTS

	Current/Proposed	Alternate	Alternate
Voluntary Life and AD&D	**Mutual of Omaha**	**Reliance Standard**	**Hartford**
Eligibility			
Class 1 - Elected Officials	No requirement for number of hours worked	No requirement for number of hours worked	No requirement for number of hours worked
Class 2 - All Eligible Employees Excluding Elected Officials	40 or more hours per week	40 or more hours per week	40 or more hours per week
Waiting Period			
Class 1 - Elected Officials	1st of the month following date of hire	1st of the month following date of hire	1st of the month following date of hire
Class 2 - All Eligible Employees Excluding Elected Officials	1st of the month following 30 days	1st of the month following 30 days	1st of the month following 30 days
Employee Benefit Amount	$5,000 increments from $15,000 to $475,000	$5,000 increments from $15,000 to $475,000	$5,000 increments from $15,000 to $475,000
Minimum Benefit	$15,000	$15,000	$10,000
Maximum Benefit	$475,000 (the combined maximum of Base Life and Voluntary Life cannot exceed $500,000)	$475,000 (the combined maximum of Base Life and Voluntary Life cannot exceed $500,000)	$475,000 (the combined maximum of Base Life and Voluntary Life cannot exceed $500,000)
Guarantee Issue Amount	$400,000	$200,000	$200,000
$10,000 Annual Increase	Benefit may be increased $10,000 each year without providing Evidence of Insurability up to guarantee issue amount	Benefit may be increased $10,000 each year without providing Evidence of Insurability up to guarantee issue amount	Benefit may be increased $10,000 each year without providing Evidence of Insurability up to guarantee issue amount
Age Reduction	Benefits Reduce to: 65% at age 70 45% at age 75 35% at age 80	Benefits Reduce to: 65% at age 70 45% at age 75 35% at age 80	Benefits Reduce to: 65% at age 70 45% at age 75 35% at age 80
Living Benefit	12 months or less to live, up to 75% of the amount of life insurance in force not to exceed $250,000	12 months or less to live, up to 75% of the amount of life insurance benefit available not to exceed $500,000	12 months or less to live, up to 80% of the amount of life insurance benefit available not to exceed $100,000
Waiver of Premium	Life insurance will be continued until SSNRA if totally disabled prior to age 60. 6 month waiting period.	Life Insurance will be continued until age 70 if totally disabled prior to age 60. 6 month waiting period.	Life Insurance will be continued until SSNRA if totally disabled prior to age 60. 6 month waiting period.

City of Hollywood
Supplemental Life and AD&D Insurance Analysis
Effective Date: April 1, 2015

GEHRING GROUP INSURANCE BROKERS & CONSULTANTS

	Current/Proposed	Alternate	Alternate
Voluntary Life and AD&D	**Mutual of Omaha**	**Reliance Standard**	**Hartford**
Conversion	Included	Included	Included
Portability	Included	Included	Included
Seatbelt Benefit	10% of principal sum up to $50,000	10% of principal sum up to $50,000	10% of principle sum up to $10,000
Airbag Benefit	10% of principal sum up to $50,000	Not Available	5% of principle sum up to $5,000
Child Education	5% of the Principal Sum, up to $5,000	Can be added	5% of principle sum up to $5,000
Coma Benefit	3% per month of the Principal Sum, up to $5,000 per month	Can be added	1%/month of the principal sum up to $5,000/month
Common Carrier	An amount equal to Principal Sum not to exceed $1,000,000	Can be added	Not Available
Felonious Assault	10% of the Principal Sum up to $20,000	Can be added	10% of principle sum up to $10,000
Home Alteration and Vehicle Modification	10% of the Principal Sum up to $10,000	Not Available	5% of principle sum up to $5,000
Hospital Confinement Daily Income Benefit	Daily benefit equal to 1/30 of 1% of the Principal Sum up to $5,000 per month.	Not Available	Not Available
Rate Guarantee	Rates expire 4-30-15 / 3 years	2 years	3 years
Participation Requirement	N/A	40%	42%
Basic and Supplemental Combined Life Insurance Maximum Limit	$500,000	$500,000	$500,000
	Current/Proposed	**Alternate**	**Alternate**
Voluntary Life Rate per $1,000	$0.240	$0.240	$0.315
Voluntary AD&D Rate per $1,000	$0.030	$0.030	$0.035
Total Voluntary Life and AD&D Rate per $1,000	**$0.270**	**$0.270**	**$0.350**
Volume	$49,213,500	$49,213,500	$49,213,500
TOTAL ANNUAL VOL LIFE AND AD&D PREMIUM	**$159,451.74**	**$159,451.74**	**$206,696.70**
$ INCREASE/DECREASE		**$0.00**	**$47,244.96**
% INCREASE/DECREASE		**0.0%**	**29.6%**

City of Hollywood
Supplemental Life and AD&D Insurance Analysis
Effective Date: April 1, 2015

GEHRING GROUP INSURANCE BROKERS & CONSULTANTS

	Current/Proposed	Alternate	Alternate
Voluntary Life and AD&D	**Mutual of Omaha**	**Cigna**	**Florida Combined Life**
Eligibility			
Class 1 - Elected Officials	No requirement for number of hours worked	No requirement for number of hours worked	No requirement for number of hours worked
Class 2 - All Eligible Employees Excluding Elected Officials	40 or more hours per week	40 or more hours per week	40 or more hours per week
Waiting Period			
Class 1 - Elected Officials	1st of the month following date of hire	1st of the month following date of hire	1st of the month following date of hire
Class 2 - All Eligible Employees Excluding Elected Officials	1st of the month following 30 days	1st of the month following 30 days	1st of the month following 30 days
Employee Benefit Amount	$5,000 increments from $15,000 to $475,000	$5,000 increments from $15,000 to $475,000	$5,000 increments from $15,000 to $500,000
Minimum Benefit	$15,000	$15,000	$15,000
Maximum Benefit	$475,000 (the combined maximum of Base Life and Voluntary Life cannot exceed $500,000)	$475,000 (the combined maximum of Base Life and Voluntary Life cannot exceed $500,000)	$475,000 (the combined maximum of Base Life and Voluntary Life cannot exceed $500,000)
Guarantee Issue Amount	$400,000	$400,000	$300,000
$10,000 Annual Increase	Benefit may be increased $10,000 each year without providing Evidence of Insurability up to guarantee issue amount	Benefit may be increased $10,000 each year without providing Evidence of Insurability up to guarantee issue amount	Benefit may be increased $10,000 each year without providing Evidence of Insurability up to guarantee issue amount
Age Reduction	Benefits Reduce to: 65% at age 70 45% at age 75 35% at age 80	Benefits Reduce to: 65% at age 70 45% at age 75 35% at age 80,85,90,95	Benefits Reduce to: 65% at age 70 45% at age 75 35% at age 80
Living Benefit	12 months or less to live, up to 75% of the amount of life insurance in force not to exceed $250,000	12 months or less to live, up to 75% of the amount of life insurance in force not to exceed $250,000	12 months or less to live, up to 75% of the amount of life insurance in force not to exceed $250,000
Waiver of Premium	Life insurance will be continued until SSNRA if totally disabled prior to age 60. 6 month waiting period.	Life insurance will be continued until SSNRA if totally disabled prior to age 60. 6 month waiting period.	Life insurance will be continued until SSNRA if totally disabled prior to age 60. 6 month waiting period.

City of Hollywood
Supplemental Life and AD&D Insurance Analysis
Effective Date: April 1, 2015

	Current/Proposed	Alternate	Alternate
Voluntary Life and AD&D	**Mutual of Omaha**	**Cigna**	**Florida Combined Life**
Conversion	Included	Included	Included
Portability	Included	Included	Included
Seatbelt Benefit	10% of principal sum up to $50,000	5% of principal sum up to $10,000	10% of principal sum up to $10,000
Airbag Benefit	10% of principal sum up to $50,000	10% of principal sum up to $25,000	10% of principal sum up to $10,000
Child Education	5% of the Principal Sum, up to $5,000	5% of the Principal Sum, up to $5,000	5% of the Principal Sum, up to $2,500
Coma Benefit	3% per month of the Principal Sum, up to $5,000 per month	3% per month of the Principal Sum, up to $5,000 per month	5% per month of the Principal Sum, up to 11 months
Common Carrier	An amount equal to Principal Sum not to exceed $1,000,000	An amount equal to Principal Sum not to exceed $1,000,000	An amount equal to principle sum x's 2
Felonious Assault	10% of the Principal Sum up to $20,000	10% of the Principal Sum up to $20,000	Not Available
Home Alteration and Vehicle Modification	10% of the Principal Sum up to $10,000	10% of the Principal Sum up to $10,000	Not Available
Hospital Confinement Daily Income Benefit	Daily benefit equal to 1/30 of 1% of the Principal Sum up to $5,000 per month.	Daily benefit equal to 1/30 of 1% of the Principal Sum up to $5,000 per month.	Not Available
Rate Guarantee	Rates expire 4-30-15 / 3 years	3 years	2 years
Participation Requirement	N/A	35%	25%
Basic and Supplemental Combined Life Insurance Maximum Limit	$500,000	$500,000	$500,000
	Current/Proposed	**Alternate**	**Alternate**
Voluntary Life Rate per $1,000	$0.240	$0.340	$0.390
Voluntary AD&D Rate per $1,000	$0.030	$0.030	$0.030
Total Voluntary Life and AD&D Rate per $1,000	**$0.270**	**$0.370**	**$0.420**
Volume	$49,213,500	$49,213,500	$49,213,500
TOTAL ANNUAL VOL LIFE AND AD&D PREMIUM	**$159,451.74**	**$218,507.94**	**$248,036.04**
$ INCREASE/DECREASE		**$59,056.20**	**$88,584.30**
% INCREASE/DECREASE		**37.0%**	**55.6%**

City of Hollywood
Basic Life and AD&D Insurance Analysis - Carrier Questions and Answers
Effective Date: April 1, 2015

GEHRING GROUP INSURANCE BROKERS & CONSULTANTS

	Question:	MetLife	Symetra	Standard
1	What is your company's current A.M. Best, Moody's and Standard & Poor's ratings?	A.M. Best - A+ Moody's - Aa3 Standard & Poor's - AA-	A.M. Best - A Moody's - A3 Standard & Poor's - A	A.M. Best - A Moody's - A2 Standard & Poor's - A+
2	If awarded the coverage, confirm proposer would accept same and opposite sex domestic partners on these coverages without changes to the proposed rates.	Yes, will accept same and opposite sex domestic partners.	Yes, will accept same and opposite sex domestic partners.	Yes, will accept same and opposite sex domestic partners.
3	Confirm all policies and any other correspondence will be mailed directly to the employee.	MetLife prepares the master policy and employee certificates of insurance and delivers to the employer for distribution to the employees/retirees.	Symetra prepares the master policy and employee certificates of insurance and delivers to the employer for distribution to the employees/retirees.	Standard prepares the master policy and employee certificates of insurance and delivers to the employer for distribution to the employees/retirees.
4	Describe any other services provided that will support employee benefit initiatives.	Travel Assistance Identity Theft Protection Grief Counseling Total Control Account Will & Document Preparation Financial Services	Travel Assistance Identity Theft Protection Beneficiary Companion	Line of Duty Benefit for Police and Fire - Additional $50,000 benefit if death occurs or accident while acting in the line of duty Travel Assistance Repatriation Benefit
5	Can the proposer waive the "actively at work" and dependent non-confinement provisions for all currently enrolled individuals?	Employees must be capable of active work on the day before the effective date of the policy. If an employee is on sick leave, family medical leave or an approved leave of absence, they would be covered under the policy as long as they are continuously insured under the prior plan and capable of active work up through the day before the effective date.	Employees must be capable of active work on the day before the effective date of the policy. If an employee is on sick leave, family medical leave or an approved leave of absence, they would be covered under the policy as long as they are continuously insured under the prior plan and capable of active work up through the day before the effective date.	Employees must be capable of active work on the day before the effective date of the policy. If an employee is on sick leave, family medical leave or an approved leave of absence, they would be covered under the policy as long as they are continuously insured under the prior plan and capable of active work up through the day before the effective date.
6	Proposer should include a true open enrollment for voluntary life waiving the evidence of insurability requirement in year one as well as in subsequent plan years.	No, a true open enrollment can not be accommodated.	No, a true open enrollment can not be accommodated.	No, a true open enrollment can not be accommodated.
7	Please provide implementation time (in days) for initial set up of automated enrollment (electronic eligibility) of a new group with your company.	45 days	Standard new business implementation for a Life only policyholder is 30 days. It may be necessary to extend timeframe depending on case size and complexity.	90 days
8	Please confirm if your contract can include a 45 day grace period for premium payments.	Yes, a 45 day grace period can be included.	Yes, a 45 day grace period can be included provided payment is made online via ACH.	Yes, a 45 day grace period can be included.
9	Can the initial binder check be waived?	Yes	Yes	Yes
10	Participation Requirements	Voluntary Life - 40% Dependent Life - 19% Current levels will be accepted	Voluntary Life - 25% Current levels will be accepted	Voluntary Life - 40% Retiree Life - 25% Current levels will be accepted

City of Hollywood
Basic Life and AD&D Insurance Analysis
Effective Date: April 1, 2015

	Question:	Reliance Standard	Hartford	Cigna
1	What is your company's current A.M. Best, Moody's and Standard & Poor's ratings?	A.M. Best - A+ Moody's - Not Rated Standard & Poor's - A+	A.M. Best - A Moody's - A3 Standard & Poor's - A	A.M. Best - A Moody's - A2 Standard & Poor's - Not Rated
2	If awarded the coverage, confirm proposer would accept same and opposite sex domestic partners on these coverages without changes to the proposed rates.	Yes, will accept same and opposite sex domestic partners.	Yes, will accept same and opposite sex domestic partners.	Yes, will accept same and opposite sex domestic partners.
3	Confirm all policies and any other correspondence will be mailed directly to the employee.	Reliance Standard prepares the master policy and employee certificates of insurance and delivers to the employer for distribution to the employees/retirees. **However, if a printed quantity is required, Reliance will ship to the City.**	Hartford prepares the master policy and employee certificates of insurance and delivers to the employer for distribution to the employees/retirees. **However, if a printed quantity is required, Hartford will ship to the City.**	Confirmed
4	Describe any other services provided that will support employee benefit initiatives.	Travel Assistance Identity Theft Protection Household Grief Counseling	Travel Assistance Beneficiary Assist Estate Guidance EAP	Cigna Secure Travel Identity Theft Protection Beneficiary Program Will Preparation and Estate Planning Funeral Planning Healthy Rewards
5	Can the proposer waive the "actively at work" and dependent non-confinement provisions for all currently enrolled individuals?	The actively at work provision can not be waived.	Employees must be capable of active work on the day before the effective date of the policy. If an employee is on sick leave, family medical leave or an approved leave of absence, they would be covered under the policy as long as they are continuously insured under the prior plan and capable of active work up through the day before the effective date.	Employees must be capable of active work on the day before the effective date of the policy. If an employee is on sick leave, family medical leave or an approved leave of absence, they would be covered under the policy as long as they are continuously insured under the prior plan and capable of active work up through the day before the effective date.
6	Proposer should include a true open enrollment for voluntary life waiving the evidence of insurability requirement in year one as well as in subsequent plan years.	No, a true open enrollment can not be accommodated.	No, a true open enrollment can not be accommodated.	No, a true open enrollment can not be accommodated.
7	Please provide implementation time (in days) for initial set up of automated enrollment (electronic eligibility) of a new group with your company.	Electronic Feed is not required	90-120 days	45 days
8	Please confirm if your contract can include a 45 day grace period for premium payments.	Yes, a 45 day grace period can be included.	Yes, a 45 day grace period can be included.	Yes, a 45 day grace period can be included.
9	Can the initial binder check be waived?	No, an initial binder check is required.	Yes	No, an initial binder check is required.
10	Participation Requirements	Voluntary Life - 40%	Voluntary Life - 42%	Voluntary Life - 35%

City of Hollywood
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GEHRING GROUP INSURANCE BROKERS & CONSULTANTS

Question:		Florida Combined Life
1	What is your company's current A.M. Best, Moody's and Standard & Poor's ratings?	A.M. Best - A Moody's - Not Rated Standard & Poor's - Not Rated
2	If awarded the coverage, confirm proposer would accept same and opposite sex domestic partners on these coverages without changes to the proposed rates.	Yes, will accept same and opposite sex domestic partners.
3	Confirm all policies and any other correspondence will be mailed directly to the employee.	FCL prepares the master policy and employee certificates of insurance and delivers to the employer for distribution to the employees/retirees.
4	Describe any other services provided that will support employee benefit initiatives.	**Wellness Incentive contribution in amount of $50,000** upon Board approval if life and voluntary life is placed with FCL. Additionally, a reduction in the current dental ASO fee from $3.77 PMPM to $3.39 PMPM and 2 year rate guarantee should the life insurance program be selected. If the City non-renews the FL Blue medical coverage, 50% of the Wellness incentive shall be reimbursed to FL Blue. did not list value added services
5	Can the proposer waive the "actively at work" and dependent non-confinement provisions for all currently enrolled individuals?	Employees must be capable of active work on the day before the effective date of the policy. If an employee is on sick leave, family medical leave or an approved leave of absence, they would be covered under the policy as long as they are continuously insured under the prior plan and capable of active work up through the day before the effective date.
6	Proposer should include a true open enrollment for voluntary life waiving the evidence of insurability requirement in year one as well as in subsequent plan years.	No, a true open enrollment can not be accommodated.
7	Please provide implementation time (in days) for initial set up of automated enrollment (electronic eligibility) of a new group with your company.	30 days
8	Please confirm if your contract can include a 45 day grace period for premium payments.	Yes, a 45 day grace period can be included.
9	Can the initial binder check be waived?	Yes
10	Participation Requirements	Voluntary Life - 25%

GEHRING GROUP
PROFESSIONAL SERVICES