

# City of Hollywood

## Basic Life and AD&D Insurance - Active Employees

Effective Date: January 1, 2026

Life and AD&D Insurance	Current Symetra	Alternate MetLife
<b>Classes / Life and AD&amp;D Benefit Amount</b>		
Class 1 - Elected Officials	\$100,000	\$100,000
Class 2 - Exec, Mgmt., Technical, Professional & Supervisory	\$100,000	\$100,000
Class 3 - Police Union	\$100,000	\$100,000
Class 4 - Fire Union	\$100,000	\$100,000
Class 5 - Confidential, General, Grant & Housing Authority	\$25,000	\$25,000
<b>Eligibility</b>		
Class 1 - Elected Officials	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
<b>Waiting Period</b>		
Class 1	First of the month following date of hire	First of the month following date of hire
Class 2,3,4,5	First of the month following date of hire	First of the month following date of hire
<b>Benefits/Features</b>		
AD&D Insurance Benefit Amount	Included	Included
Maximum Benefit Amount	\$100,000 or \$25,000	\$100,000 or \$25,000
Guarantee Issue Amount	All amounts	All amounts
Age Reduction	Benefits do not reduce	Benefits do not reduce
Accelerated Death Benefit	Included	Included
Waiver of Premium	Included	Included
Conversion	Included	Included
<b>Rate Guarantee</b>	<b>Expires 12/31/2025</b>	<b>Expires 12/31/2028</b>
Basic Life and AD&D Volume	\$98,025,000	\$98,025,000
<b>Rates per \$1,000</b>		
Basic Life Rate/\$1,000	\$0.120	\$0.100
AD&D Rate/\$1,000	\$0.030	\$0.028
<b>Total Basic Life and AD&amp;D Rate/\$1,000</b>	<b>\$0.150</b>	<b>\$0.128</b>
<b>Monthly Premium</b>	<b>\$14,704</b>	<b>\$12,547</b>
<b>Annual Premium</b>	<b>\$176,445</b>	<b>\$150,566</b>
<b>\$ Increase/(Decrease)</b>	<b>N/A</b>	<b>-\$25,879</b>
<b>% Increase/(Decrease)</b>	<b>N/A</b>	<b>-14.7%</b>

City of Hollywood
Basic Life Insurance - Retiree
Effective Date: January 1, 2026

	Current	Alternate
Basic Life Insurance	Symetra	MetLife
Classes / Life Insurance Benefit Only		
Class 7 - Retirees	\$5,000	\$5,000
Benefits/Features		
Maximum Benefit Amount	\$5,000	\$5,000
Guarantee Issue Amount	\$5,000	\$5,000
Age Reduction	Benefits do not reduce	Benefits do not reduce
Accelerated Death Benefit	Not Included	Not Included
Waiver of Premium	Not Included	Not Included
Conversion	Included	Included
Rate Guarantee	Expires 12/31/2025	Expires 12/31/2028
Basic Life Volume	\$1,360,000	\$1,360,000
Rates per \$1,000		
Rate per \$1,000	\$3.000	\$3.000
Monthly Premium	\$4,080	\$4,080
Annual Premium	\$48,960	\$48,960
\$ Increase/(Decrease)	N/A	\$0
% Increase/(Decrease)	N/A	0.0%

**City of Hollywood**  
**Supplemental Life and AD&D Insurance - Employees**  
**Effective Date: January 1, 2026**

	Current	Alternate
<b>Voluntary Life and AD&amp;D</b>	<b>Symetra</b>	<b>MetLife</b>
<b>Classes / Life and AD&amp;D Benefit Amount</b>		
Class 1 - Elected Officials	\$5,000 increments up to \$475,000	\$5,000 increments up to \$475,000
Classes 2-5 - All Eligible Employees Excluding Elected Officials	\$5,000 increments up to \$475,000	\$5,000 increments up to \$475,000
<b>Eligibility</b>		
Class 1	No requirement for number of hours worked	No requirement for number of hours worked
Class 2	40 or more hours per week	40 or more hours per week
<b>Waiting Period</b>		
Class 1	1st of the month following date of hire	1st of the month following date of hire
Class 2	1st of the month following 30 days	1st of the month following 30 days
<b>Benefits/Features</b>		
Supplemental Maximum Benefit	\$475,000	\$475,000
Minimum Benefit	\$15,000	\$15,000
Guarantee Issue Amount	\$400,000	\$400,000
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
Accelerated Death Benefit	Up to 75% of the amount of life insurance benefit	Up to <b>80%</b> of the amount of life insurance benefit
Waiver of Premium	Included	Included
Conversion	Included	Included
Portability	Included	Included
<b>Rate Guarantee</b>	<b>Expires 12/31/2025</b>	<b>Expires 12/31/2028</b>
Supplemental Life and AD&D Volume	\$53,935,000	\$53,935,000
<b>Rates per \$1,000</b>		
Supplemental Life Rate per \$1,000	\$0.240	\$0.312
Supplemental AD&D Rate per \$1,000	\$0.030	\$0.030
<b>Total Supplemental Life and AD&amp;D Rate/\$1,000</b>	<b>\$0.270</b>	<b>\$0.342</b>
<b>Monthly Premium</b>	<b>\$14,562</b>	<b>\$18,446</b>
<b>Annual Premium</b>	<b>\$174,749</b>	<b>\$221,349</b>
<b>\$ Increase/(Decrease)</b>	<b>N/A</b>	<b>\$46,600</b>
<b>% Increase/(Decrease)</b>	<b>N/A</b>	<b>26.7%</b>

City of Hollywood
Supplemental Life Insurance - Dependents
Effective Date: January 1, 2026

RISK
strategies

GEHRING
GROUP
A RISK STRATEGIES COMPANY

		Current	Alternate
		Symetra	MetLife
Classes/Life Insurance Benefits Only			
Spouses		Option 1: \$10,000, Option 2: \$5,000	Option 1: \$10,000, Option 2: \$5,000
Child(ren) (14 days old to 26 years old)		Option 1: \$5,000, Option 2: \$2,500	Option 1: \$5,000, Option 2: \$2,500
Benefits/Features			
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
Guarantee Issue Amount		All amounts for spouse & child	All amounts for spouse & child
Age Reduction		Benefits do not reduce	Benefits do not reduce
Conversion		Included	Included
Rate Guarantee		Expires 12/31/2025	Expires 12/31/2028
Benefit Option 1 Rate	252	\$3.06	\$3.06
Benefit Option 2 Rate	22	\$1.52	\$1.52
Monthly Premium		\$805	\$805
Annual Premium		\$9,655	\$9,655
\$ Increase/(Decrease)		N/A	\$0
% Increase/(Decrease)		N/A	0.0%

**City of Hollywood**  
**Long-Term Disability**

**Effective Date: January 1, 2026**

	Current	Alternate
Long-Term Disability	Symetra	MetLife
<b>Classes/Benefit Amounts</b>		
Class 1 - Elected Officials	60% of Basic Monthly Earnings, less other Income benefits	60% of Basic Monthly Earnings, less other Income benefits
Class 2 - Executives	60% of Basic Monthly Earnings, less other Income benefits	60% of Basic Monthly Earnings, less other Income benefits
Class 3 - Supervisors, Professionals, Management, Confidential Administrative Staff and Technical Staff	60% of Basic Monthly Earnings, less other Income benefits	60% of Basic Monthly Earnings, less other Income benefits
<b>Eligibility</b>		
Class 1	No requirement for number of hours worked	No requirement for number of hours worked
Class 2 & 3	40 Hours per week	40 Hours per week
<b>Benefits/Features</b>		
Maximum Monthly Benefit	\$9,000	\$9,000
Minimum Benefit	\$100	\$100
Elimination Period	90 calendar days	90 calendar days
Own Occupation Period	Extended Own Occupation to SSNRA	Extended Own Occupation to SSNRA
Maximum Benefit Duration	To age 65 or SSNRA	Retirement Benefit Date with SSNRA
Mental Health/Substance Abuse Benefit Limitations	24 Months	24 Months
Pre Existing Conditions	3 / 12	3 / 12
<b>Rate Guarantee</b>	<b>Expires 12/31/2025</b>	<b>Expires 12/31/2028</b>
Volume	\$2,731,522	\$2,731,522
<b>Rates per \$100</b>		
Rate per \$100	\$0.248	\$0.300
<b>Monthly Premium</b>	<b>\$6,774</b>	<b>\$8,195</b>
<b>Annual Premium</b>	<b>\$81,290</b>	<b>\$98,335</b>
<b>\$ Increase/(Decrease)</b>	<b>N/A</b>	<b>\$17,045</b>
<b>% Increase/(Decrease)</b>	<b>N/A</b>	<b>21.0%</b>