





	Reduced Voluntary Life rates are as follows:	
	Voluntary Life/Spouse Life	
	Less than 30	\$ 0.080
	30-34	\$ 0.090
	35-39	\$ 0.110
	40-44	\$ 0.180
	45-49	\$ 0.320
	50--54	\$ 0.500
	55-59	\$ 0.800
	60-64	\$ 1.040
	65-69	\$ 1.580
	70-99	\$ 2.700
CLEARANCE	<input type="checkbox"/> Tax Clearance Completed (Purchasing & Department) <input type="checkbox"/> Business License Verified (Purchasing & Department) <input type="checkbox"/> Chapter 6 Compliance - Affirmative Action/Prevailing Wage (County Auditor's Office)	
COMPLIANCE	<input type="checkbox"/> MBE Goals <input type="checkbox"/> WBE Goals <input type="checkbox"/> VBE Goals	
ATTACHMENTS		
REVIEW	Department Director: Michelle Chrisman	Date: 11/30/2020
	Finance (Budget Approval): <i>If applicable</i>	Date:
	Division Manager: <i>White</i>	Date: 12/3/20
	County Counselor's Office: <i>Byron O. ...</i>	Date: 12-3-20



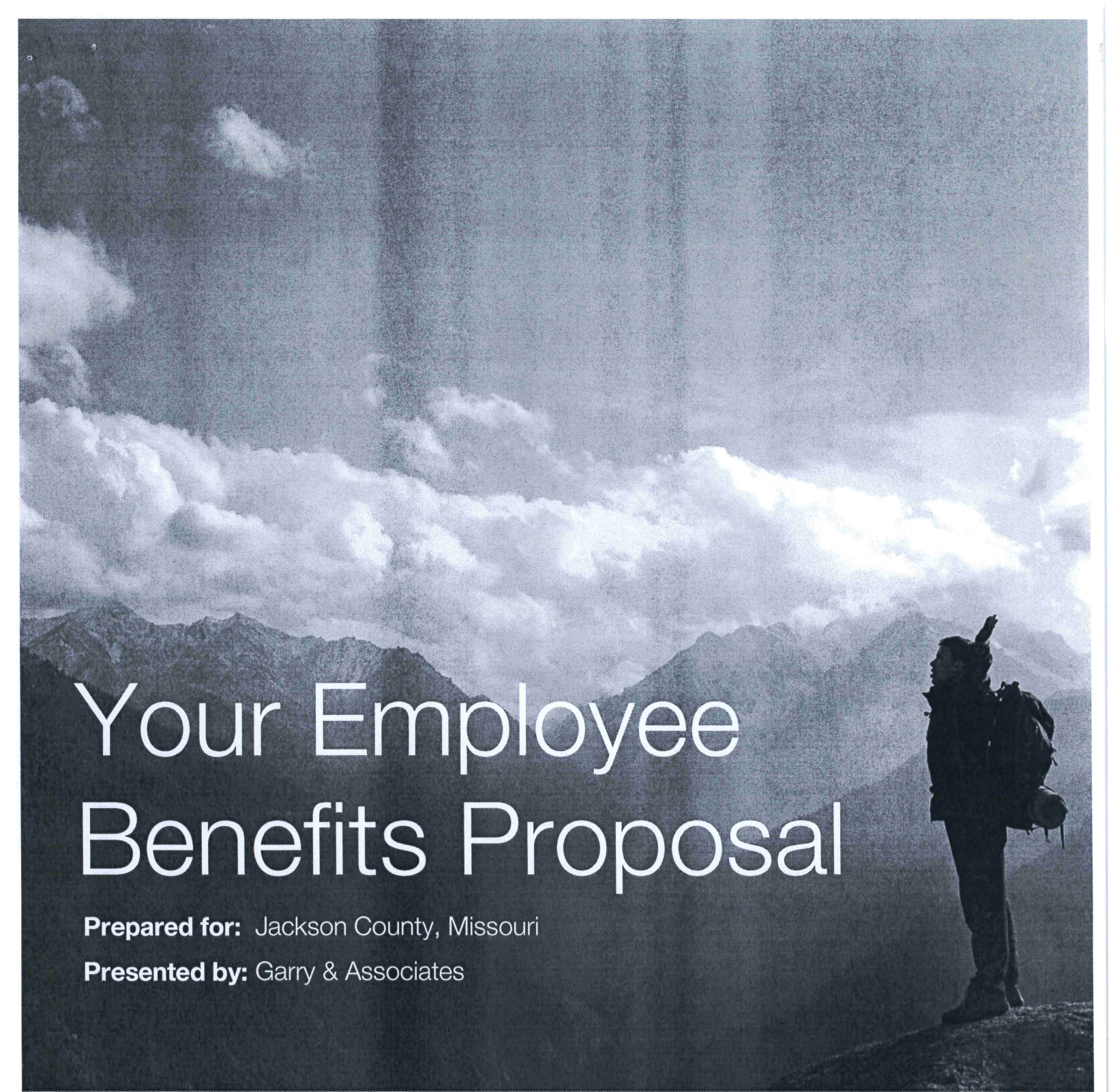
Fiscal Information (to be verified by Budget Office in Finance Department)

- This expenditure was included in the annual budget.
- Funds for this were encumbered from the \_\_\_\_\_ Fund in \_\_\_\_.
- There is a balance otherwise unencumbered to the credit of the appropriation to which the expenditure is chargeable and there is a cash balance otherwise unencumbered in the treasury to the credit of the fund from which payment is to be made each sufficient to provide for the obligation herein authorized.
- Funds sufficient for this expenditure will be/were appropriated by Ordinance #
- Funds sufficient for this appropriation are available from the source indicated below.

Account Number:	Account Title:	Amount Not to Exceed:

- This award is made on a need basis and does not obligate Jackson County to pay any specific amount. The availability of funds for specific purchases will, of necessity, be determined as each using agency places its order.
- This legislative action does not impact the County financially and does not require Finance/Budget approval.





# Your Employee Benefits Proposal

**Prepared for:** Jackson County, Missouri

**Presented by:** Garry & Associates

**Proposal Prepared on:**  
November 12, 2020

Life and AD&D Insurance

**Proposed Effective Date:**  
January 1, 2021

Standard Insurance Company







# Life and AD&D Insurance

Handling a Life insurance claim takes a special touch. All of our Life benefits employees complete annual grief training helping them to empathize with beneficiaries and recognize when they need special attention. And we're focused on settling claims quickly: Our median calculation turnaround time in 2018 was 5 days for clean claims and 6 days for all claims (internal company data as of January 2019).

## Covered Members

All Eligible Full Time at 40 hrs/wk, Part Time 21 hrs, Elected Officials 0 hrs working 40 or more hours per week.

	LIFE
<b>Benefit Schedule</b>	Flat \$15,000
<b>Guarantee Issue</b>	Full Benefit
<b>AD&amp;D Benefit</b>	Matches Life Benefit
<b>Age Reduction Schedule</b>	To 50% at age 70
<b>Employer Contribution</b>	100%
<b>Minimum Participation</b>	100%

## Life Highlights

	LIFE
<b>Waiver of Premium</b>	Eligible to age 60 Waived to age 65
<b>Conversion</b>	Included
<b>Portability</b>	Included
<b>Repatriation Benefit</b>	Included
<b>Travel Assistance</b>	Included
<b>Life Services Toolkit</b>	Included





**AD&D Highlights**

	LIFE
<b>Loss of life</b>	100% (including disappearance and exposure)
<b>Loss of both hands, or both feet, or sight of both eyes</b>	100%
<b>Loss of one hand and one foot</b>	100%
<b>Loss of sight of one eye and either one hand or one foot</b>	100%
<b>Loss of one hand or one foot</b>	50%
<b>Loss of sight of one eye</b>	50%
<b>Seat Belt Benefit</b>	AD&D benefit payable up to \$10,000
<b>Air Bag Benefit</b>	AD&D benefit payable up to \$5,000
<b>Family Benefits Package</b>	Included
<b>Portability</b>	Included
<b>Loss of sight of one eye and loss of speech</b>	100%
<b>Loss of sight of one eye and loss of hearing in both ears</b>	100%
<b>Loss of either one hand or one foot and loss of speech</b>	100%
<b>Loss of either one hand or one foot and hearing in both ears</b>	100%
<b>Loss of speech and hearing in both ears</b>	100%
<b>Loss of speech</b>	50%
<b>Loss of hearing in both ears</b>	50%
<b>Loss of thumb and index finger of same hand</b>	25%
<b>Quadriplegia</b>	100%
<b>Hemiplegia</b>	50%
<b>Paraplegia</b>	50%
<b>Occupational Assault Benefit</b>	50% of AD&D benefit up to \$25,000
<b>Public Transportation Benefit</b>	AD&D benefit payable up to \$200,000





## Additional Plan Design Details

- An Accelerated Benefit is included. Terminally ill members may withdraw up to 75% of their Life benefit to a maximum of \$500,000 (when Basic Life and any Additional Life are combined).
- If Life is sold with Standard's LTD, then the LTD claim will initiate a claim for Standard's Life Waiver of Premium.
- The Family Benefits Package includes:
  - The Higher Education Benefit reimburses tuition expenses up to \$5,000 per child per year towards a 4-year college education for the deceased's children - not to exceed a cumulative total of \$20,000 or 25% of the AD&D benefit per child, whichever is less.
  - Career Adjustment Benefit reimburses tuition expenses up to \$5,000 per year to help a spouse to return to the workforce after the death of their spouse - not to exceed the cumulative total of \$10,000 or 25% of the AD&D benefit, whichever is less.
  - Child Care Benefit reimburses a family's child care expenses up to \$5,000 per year - not to exceed \$10,000 or 25% of the AD&D benefit, whichever is less.
- A hand and/or foot that is lost and later surgically reattached will still be considered a loss.
- Travel Assistance is included and provides assistance with pre-trip planning, medical assistance services, emergency transportation services, travel and technical assistance services and legal referral.
- The Life Services Toolkit is included and helps beneficiaries cope with grief and loss, get answers to legal questions, plan a memorial or a funeral, and address financial concerns. Additionally, all covered employees will have access to online will preparation and other estate planning documents as well as articles to help deal with identity theft, improve wellness and more.
- The AD&D Occupational Assistance service is included and provides access to a Workplace Possibilities (SM) Consultant who helps those with a specified accidental dismemberment return to productive work and life.
- All other provisions of the existing plan remain unchanged.



**Proposed Effective Date**  
January 01, 2021

**Prepared for:**  
Jackson County, Missouri



## Assumptions

- Rates include electronic documents.
- Rates assume billing is centralized in one location.
- The proposed rates assume coverage currently in force.
- This is not our customary age-reduction schedule. We assume you have determined that the schedule you requested complies with the ADEA.

## More Information

For additional information on the available features and benefits of Life and AD&D Insurance from The Standard, click here:  
<http://www.standard.com/group-life-add>





## Covered Members

All Eligible Full Time at 40 hrs/wk, Part Time 21 hrs, Elected Officials 0 hrs working 40 or more hours per week.

	Employee
<b>Benefit Schedule</b>	\$10,000, \$20,000, \$35,000, \$50,000, \$75,000, \$100,000, \$150,000, \$200,000, \$250,000, \$300,000
<b>Maximum Benefit</b>	\$300,000
<b>Minimum Benefit</b>	\$10,000
<b>Guarantee Issue</b>	\$200,000
<b>Age Reduction Schedule</b>	To 65% at age 70 To 50% at age 75
<b>Employer Contribution</b>	0%
<b>Minimum Participation</b>	Greater of 20% or 10 lives

## Life Highlights

	Employee
<b>Waiver of Premium</b>	Eligible to age 60 Waived to age 65
<b>Conversion</b>	Included
<b>Portability</b>	Included

## Additional Plan Design Details

- Commissions are not included in a member's annual earnings.
- An Accelerated Benefit is included. Terminally ill members may withdraw up to 75% of their Life benefit to a maximum of \$500,000 (when Basic Life and any Additional Life are combined).





## Cost

Employee					
Life					
<b>Members</b>	559				
<b>Volume</b>	\$42,620,000				
<b>Rate: Per \$1,000</b>	Lives	Age	Rate	Volume	Premium
	70	0-29	.080	\$4,505,000	\$360
	64	30-34	.090	\$6,210,000	\$559
	56	35-39	.110	\$5,060,000	\$557
	63	40-44	.180	\$6,575,000	\$1,184
	66	45-49	.320	\$5,395,000	\$1,726
	65	50-54	.500	\$5,705,000	\$2,853
	86	55-59	.800	\$5,140,000	\$4,112
	64	60-64	1.040	\$3,050,000	\$3,172
	21	65-69	1.580	\$840,000	\$1,327
	4	70-74	2.700	\$140,000	\$378
	0	75-99	2.700	\$0	\$0
<b>Monthly Premium</b>					\$16,228
<b>Rate Guarantee</b>					3 years

## Assumptions

- Final Additional Life rates are subject to change if actual enrollment varies from the assumed enrollment of 43%
- Rates include electronic documents.
- Rates assume billing is centralized in one location.
- The proposed rates assume coverage currently in force.
- This is not our customary age-reduction schedule. We assume you have determined that the schedule you requested complies with the ADEA.

## Conditions

- Additional Life can only be purchased in conjunction with Basic Life.
- Member's Basic Life benefits plus Additional Life benefits may not exceed 8 times annual earnings.
- Until coverage has been in force for two years (one year in Colorado, Missouri and North Dakota), death that results from suicide or other intentionally self-inflicted injury is not covered. This exclusion does not apply to plans written in Washington.
- Except as provided in the Additional Plan Design Details, we require evidence of insurability for:
  - Members who are eligible under the current plan but are not enrolled.
  - Individuals who enroll more than 31 days after they are first eligible for coverage.
  - Increases in elected benefit amounts after initial enrollment.



**Proposed Effective Date**  
January 01, 2021

**Prepared for:**  
Jackson County, Missouri



## More Information

For additional information on the available features and benefits of Additional Life Insurance from The Standard, click here:  
<http://www.standard.com/group-life-add>





## Producer Compensation Disclosure

We recognize the valuable role of insurance advisors, consultants and brokers ("producers") in helping their clients design an employee benefits program, and we support reasonable and fair compensation for these services. Producers may be eligible to receive compensation from The Standard.

The commission quoted in this proposal are noted below. Additionally, fees for administrative, marketing or consulting services may apply. If applicable, fees are noted below.

No commissions included for Additional Life Plan 2.

Flat 10% commission included for Life and AD&D Plan 2 and Life Plan 2.

Unless participation is declined by the producer or client, contingent compensation is additional compensation that may also be paid and is dependent on the satisfaction of one or more minimum requirements, such as a specified amount of new premium volume or persistency in connection with the producer's block of business. For information about our customary producer rewards program visit [www.standard.com/financial-professional/insurance-benefits/compensation](http://www.standard.com/financial-professional/insurance-benefits/compensation). Some producers may have a contingent compensation arrangement that differs from our customary program. Please consult with your producer for additional details.

## About This Employee Benefits Proposal

We appreciate the opportunity to provide you with this benefit and cost summary proposal from The Standard. This document outlines certain important features of the group insurance coverages available. This is not a contract or an offer to contract for such coverages. Detailed information about other important features of the coverage proposed is available on request. Just ask your broker/consultant or your representative at The Standard.

A completed application must be submitted before a group can be considered for coverage. Insurance will be effective after the application is accepted by The Standard. If approved, we will issue a contract containing our customary language. It will not duplicate policy language from another carrier. The group contract will contain provisions and defined terms not described in this Employee Benefits Proposal. The group contract will control if there are discrepancies between it and this proposal.

This benefit and cost summary proposal expires on February 10, 2021, unless replaced or withdrawn by The Standard.

The proposed premium rate and plan design for each coverage are based on the underwriting data received by The Standard. Final premium rates and plan provisions will be determined by The Standard on the basis of: applicable state laws, policyholder contributions, confirmation of occupations, the actual composition of the group of persons who will become insured and our current underwriting rules and practices.

## Financial Strength Ratings

For information about our Financial strengths ratings visit [www.standard.com/about](http://www.standard.com/about)