

RESOLUTION NO. R22-23

A RESOLUTION OF THE CITY COUNCIL AUTHORIZING THE MAYOR TO EXECUTE ALL AGREEMENTS NECESSARY TO SECURE INSURANCE BENEFITS WITH UNUM FOR CITY OF LAUREL EMPLOYEES

WHEREAS, the City of Laurel was presented with a Proposal Executive Summary from UNUM for various benefits for City employees, including short-term disability insurance, long-term disability insurance, and voluntary life insurance; and

WHEREAS, the City of Laurel believes that offering these benefits to City employees would be an additional incentive in hiring, recruitment, and retention of City employees; and

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Laurel, Montana, as follows:

Section 1: Approval. The general terms of the UNUM Proposal Executive Summary, attached hereto and incorporated by reference herein, are recommended by the Mayor and accepted by the City Council, as benefits to be provided to City employees.

Section 2: Execution. The Mayor is hereby given authority to execute any necessary agreements to formalize the Proposal Executive Summary for short-term disability insurance, long-term disability insurance, and voluntary life insurance for City employees.

Introduced at a regular meeting of the City Council on the 10th day of May, 2022, by Council Member Mize.

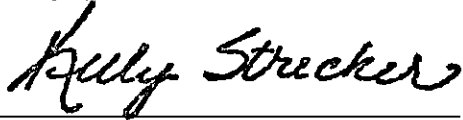
PASSED and APPROVED by the City Council of the City of Laurel the 10th day of May, 2022.

APPROVED by the Mayor the 10th day of May, 2022.

CITY OF LAUREL

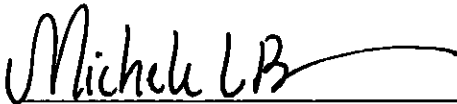

Dave Waggoner, Mayor

ATTEST:



Kelly Strecker, Clerk-Treasurer

APPROVED AS TO FORM:



Michele L. Braukmann, Civil City Attorney



City of Laurel Proposal Executive Summary

Short Term Disability 7/7 Option

- **Benefit:** All enrolled employees covered 60% to a max of \$1,000 per week
- **Elimination Period Options:**
 - 7 days injury, 7 days illness
- **Benefit Duration:**
 - 12 weeks
- **No Offsets for PTO/Sick Leave!**
- **Definition of Disability:** Residual (minimum earnings loss of 20%)
- **8 week C-Section Benefit**
- **Voluntary Rehab & Return to Work Program:** Pays a 10% benefit if the employee chooses to participate
- **Pre-existing Condition Exclusion:** None
- **Rate:**
 - Bundled with LTD: \$0.35 = \$1,201.13 per month
 - Bundled with LTD and Voluntary Life/AD&D: \$0.34 = \$1,166.81 per month
 - Bundled with Life/AD&D, LTD, Critical Illness and Accident: \$0.33 = \$1,132.49 per month
- **Rate Guarantee:** 2 years

Short Term Disability 14/14 Option

- **Benefit:** All enrolled employees covered 60% to a max of \$1,000 per week
- **Elimination Period Options:**
 - 14 days injury, 14 days illness
- **Benefit Duration:**
 - 11 weeks
- **No Offsets for PTO/Sick Leave!**
- **Definition of Disability:** Residual (minimum earnings loss of 20%)
- **8 week C-Section Benefit**
- **Voluntary Rehab & Return to Work Program:** Pays a 10% benefit if the employee chooses to participate
- **Pre-existing Condition Exclusion:** None
- **Rate:**
 - Bundled with LTD: \$0.30 = \$1,029.54 per month
 - Bundled with Life/AD&D: \$0.28 = \$960.90 per month
 - Bundled with Life/AD&D, LTD, Critical Illness and Accident: \$0.27 = \$926.58 per month
- **Rate Guarantee:** 2 years

Long Term Disability

- **Benefit:** All enrolled employees covered 60% to a max of \$4,000 per month
- **Elimination Period:** 90 days with 30 accumulation days, no earnings loss required
- **Benefit Duration:**
 - SS ADEA (Social Security Normal Retirement Age)
- **Work Incentive Benefit:** 12 months
- **Own Occupation Period:** 2 years
- **Rehab & Return to Work:** Voluntary with a 10% benefit
- **Pre-existing Condition Exclusion:** 3/12
- **Rate:**
 - Bundled with STD: \$0.53 = \$1,313.72 per month
 - Bundled with STD and Voluntary Life/AD&D: \$0.51 = \$1,264.15 per month
 - Bundled with Life/AD&D, STD, Critical Illness and Accident: \$0.50 = \$1,239.36 per month
- **Rate Guarantee:** 2 years

Voluntary Life and AD&D

- **Employee Benefit:** \$10,000 increments up to the lesser of 5x annual earnings or \$500,000
- **Spouse Benefit:** \$5,000 increments up to 100% of what the employee elects – no caps!
- **Child Benefit:** \$2,000 increments up to \$10,000
- **Guarantee Issue**
 - Employee: \$100,000
 - Spouse: \$25,000
 - Child: \$10,000
- **Lock In Feature:** If an employee elects at least the minimum benefit at initial enrollment (**\$10,000**), they can increase their coverage up to the guarantee issue amount (**\$100,000**) at any future enrollment, ***with no medical questions!***
- **Age Reduction:** 65% at age 70, 50% at 75
- **Portability and Conversion:** Included
- **Rates:** Age banded – see full proposal
- **Participation Required:** 10 employees enrolled
- **Rate Guarantee:** 3 years



City of Laurel Proposal Executive Summary

Group Life and AD&D

- **Benefit:** \$10,000
- **Age Reductions:** 65% at age 70, 50% at age 75
- **Portability and Conversion:** Included
- **Accelerated Benefit:** May access 100% of the benefit if diagnosed terminally ill
- **Rate:**
 - \$0.39/\$0.03 = \$135.15 per month
- **Rate Guarantee:** 3 years if bundled with Voluntary Life/AD&D

Accident: Voluntary

- Covers employees for accidents **on and off the job**
- Pays **lump sum benefit** according to schedule of benefits found in proposal
- Great for families; all types of youth and scholastic **sports are fully covered**
 - **One rate** covers all children
- \$50 Be Well Benefit
- **Rates:**
 - **Employee Only:** \$16.67
 - **Employee/Spouse:** \$29.32
 - **Employee/Child(ren):** \$33.53
 - **Family:** \$46.18
- **Participation Required:** 5 employees enrolled
- **Rate Guarantee:** 3 years
- **Portability Included**

Critical Illness

- Critical Illnesses can happen to anyone, regardless of age
- Benefits can be used for anything you choose like medical bills, transportation of family members, or a bucket list vacation.
- **Covered Critical Illnesses:**
 - Cancer, Heart Attack, Stroke, and many more (see proposal for full list of covered conditions)
- Child coverage is automatically included at 50% of the amount the employee elects
 - Children are covered for all adult conditions, as well as covered childhood conditions like Cerebral Palsy, Cleft Lip or Palate, Cystic Fibrosis, Down Syndrome, and Spina Bifida.
- Benefit Amounts:
 - **Employee:** \$15,000(All Guaranteed Issue)
 - **Spouse:** 50% of Employee Amount
 - **Child:** 50% of Employee Amount
- **\$50 Be Well Benefit**
- **Rates:** Age banded – see full proposal
- **Portability Included**

Additional Services Included

Employee Assistance Plan with HealthAdvocate

- Covers 3 face to face counseling visits per issue an employee is facing
- Unlimited telephonic counseling
- Free will preparation
- Medical Bill Saver
 - This service will negotiate on behalf of the employee to reduce any medical or dental bill they have over \$400!

Worldwide Emergency Travel Assistance Plan

- Covers employees and their families if they are traveling over 100 miles away from home
- Guaranteed hospital admission
- No countries excluded

Life Planning Financial & Legal Resources

- This personalized financial counseling service provides expert, objective financial counseling to survivors and terminally ill employees at no cost