

## Vendor List



### Basic Life/Vol. Life/Vol. STD/LTD

The Standard - **Incumbent**

Symetra – **Finalist**

Mutual of Omaha – **Finalist**

OCHS – Quoted – Not Competitive

BCBS/Dearborn – Quoted – Not Competitive

Cigna – Quoted – Not Competitive

Hartford – Quoted – Not Competitive

AFLAC – Quoted – Incomplete Package

Lincoln – Quote – Not Competitive

Sun Life – Quoted – Not Competitive

Unum – Quoted – Not Competitive

Voya – Quoted – Not Competitive

### CITY OF ALLEN EMPLOYER COST COMPARISON LIFE AND DISABILITY

	Current	Current	Renegotiated Renewal	Finalist	Finalist
	The Standard	The Standard	The Standard	Mutual of Omaha	Symetra
Employer Paid Life	\$39,164	\$39,164	\$33,139	\$30,126	\$30,126
Employer Paid LTD	\$61,123	\$61,123	\$58,772	\$51,720	\$61,123
Total	\$100,287	\$100,287	\$91,911	\$81,846	\$91,249
\$ Change	n/a	\$0	(\$8,376)	(\$18,441)	(\$9,038)
% Change	n/a	0.0%	-8.4%	-18.4%	-9.0%
Allowances	None	None	3.5% of Premium \$12,504 Annually	\$1.50 PEP \$13,000 Annually	\$2.20 PEP \$18,000 Annually

**CITY OF ALLEN**  
**BASIC LIFE / ADD RFP RESULTS**

BASIC LIFE / AD&D BENEFITS	The Standard	The Standard	The Standard	Mutual of Omaha	Symetra
	Current	Renewal	Renegotiated Renewal	Proposed	Proposed
Class Description					
Class I	Executive Directors, Directors, Assistant Directors, Police Chiefs, Assistant Police Chiefs, Fire Chiefs, Assistant Fire Chiefs, City Managers, Assistant City Managers and City Secretaries	Executive Directors, Directors, Assistant Directors, Police Chiefs, Assistant Police Chiefs, Fire Chiefs, Assistant Fire Chiefs, City Managers, Assistant City Managers and City Secretaries	Executive Directors, Directors, Assistant Directors, Police Chiefs, Assistant Police Chiefs, Fire Chiefs, Assistant Fire Chiefs, City Managers, Assistant City Managers and City Secretaries	Executive Directors, Directors, Assistant Directors, Police Chiefs, Assistant Police Chiefs, Fire Chiefs, Assistant Fire Chiefs, City Managers, Assistant City Managers and City Secretaries	Executive Directors, Directors, Assistant Directors, Police Chiefs, Assistant Police Chiefs, Fire Chiefs, Assistant Fire Chiefs, City Managers, Assistant City Managers and City Secretaries
Class II	All Other Active Full Time Employees	All Other Active Full Time Employees	All Other Active Full Time Employees	All active FTE	All Other Active Full Time Employees
Employer Contribution	100%	100%	100%	100%	
Basic Life Schedule					
Class I	2 X Annual Earnings to \$350,000	2 X Annual Earnings to \$350,000	2 X Annual Earnings to \$350,000	2 X Annual Earnings to \$350,000	2 X Annual Earnings to \$350,000
Class II	1 X Annual Earnings to \$250,000	1 X Annual Earnings to \$250,000	1 X Annual Earnings to \$250,000	1 X Annual Earnings to \$250,000	1 X Annual Earnings to \$250,000
Guarantee Issue Amount					
Class I	2 X Annual Earnings to \$350,000	2 X Annual Earnings to \$350,000	2 X Annual Earnings to \$350,000	2 X Annual Earnings to \$350,000	2 X Annual Earnings to \$350,000
Class II	1 X Annual Earnings to \$250,000	1 X Annual Earnings to \$250,000	1 X Annual Earnings to \$250,000	1 X Annual Earnings to \$250,000	1 X Annual Earnings to \$250,000
Age Reduction Schedule	65 through 69 65% 70 through 74 50% 75 or over 35%	65 through 69 65% 70 through 74 50% 75 or over 35%	65 through 69 65% 70 through 74 50% 75 or over 35%	65 through 69 65% 70 through 74 50% 75 or over 35%	65 through 69 65% 70 through 74 50% 75 or over 35%
Waiver of Premium	Included	Included	Included	Included	Included
Accelerated Death Benefit	Included	Included	Included	Included	Included
Conversion	Included	Included	Included	Included	Included
Portability	Included	Included	Included	Included	Included
<b>BASIC AD&amp;D BENEFITS</b>					
Class I	2 X Annual Earnings to \$350,000	2 X Annual Earnings to \$350,000	2 X Annual Earnings to \$350,000	2 X Annual Earnings to \$350,000	2 X Annual Earnings to \$350,000
Class II	1 X Annual Earnings to \$250,000	1 X Annual Earnings to \$250,000	1 X Annual Earnings to \$250,000	1 X Annual Earnings to \$250,000	1 X Annual Earnings to \$250,000
Age Reduction Schedule	to 65% @ 65, to 50% @ 70, 35% @ 75+	to 65% @ 65, to 50% @ 70, 35% @ 75+	to 65% @ 65, to 50% @ 70, 35% @ 75+	65 through 69 65% 70 through 74 50% 75 or over 35%	to 65% @ 65, to 50% @ 70, 35% @ 75+
Education	Included	Included	Included	Included	Included
Seatbelt	Lesser of \$10,000 or the amount of AD&D payable for Loss of Life	Lesser of \$10,000 or the amount of AD&D payable for Loss of Life	Lesser of \$10,000 or the amount of AD&D payable for Loss of Life	Included	Included
Air Bag	Lesser of \$5,000 or 10% of AD&D payable for Loss of Life	Lesser of \$5,000 or 10% of AD&D payable for Loss of Life	Lesser of \$5,000 or 10% of AD&D payable for Loss of Life	Included	Included
Occupational Assault	Lesser of \$25,000 or 50%	Lesser of \$25,000 or 50%	Lesser of \$25,000 or 50%	10% up to \$200,000	Line of Duty - Lesser of \$25,000 or 50% of Basic Life amount
<b>FINANCIALS</b>	<b>The Standard</b>	<b>The Standard</b>	<b>The Standard</b>	<b>Mutual of Omaha</b>	<b>Symetra</b>
Number of Lives	726	726	726	726	726
Basic Life Rate (per \$1,000)	\$0.045	\$0.045	\$0.040	\$0.030	\$0.030
Basic AD&D Rate (per \$1,000)	\$0.020	\$0.020	\$0.015	\$0.020	\$0.020
Volume	\$50,210,300	\$50,210,300	\$50,210,300	\$50,210,300	\$50,210,300
Monthly Premium	\$3,263.67	\$3,263.67	\$2,761.57	\$2,510.52	\$2,510.52
Annual Premium	\$39,164.03	\$39,164.03	\$33,138.80	\$30,126.18	\$30,126.18
\$ Change from Current	n/a	\$0.00	-\$6,025.24	-\$9,037.85	-\$9,037.85
% Change from Current	n/a	0%	-15%	-23%	-23%
AM Best Rating	A	A	A	A+	A
Rate Guarantee	3 Year	3 Year	3 Year	3 Year	3 Year
Actively at Work Applies	N/A	N/A	N/A	Applies	Applies

Note: This is a brief summary and not intended to be a contract.

**CITY OF ALLEN  
LONG TERM DISABILITY RFP RESULTS**

CARRIER	The Standard	The Standard	The Standard	Mutual of Omaha	Symetra
	Current	Renewal	Renegotiated Renewal	Proposed	Proposed
Class Description	Active FT Employees Except Elected Officials	Active FT Employees Except Elected Officials	Active FT Employees Except Elected Officials	Active FT Employees Except Elected Officials	Active FT Employees Except Elected Officials
Employer Contributions	100%	100%	100%	100%	100%
Eligible Income	Base Annual Earnings	Base Annual Earnings	Base Annual Earnings	Base Annual Earnings	Base Annual Earnings
Accumulation of Hours	Based on Current	Based on Current	Based on Current	Based on Current	Based on Current
Monthly Percentage	60%	60%	60%	60%	60%
Monthly Maximum	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000
Guarantee Issue	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000
Minimum Benefit	Greater of \$100 or 10%	Greater of \$100 or 10%	Greater of \$100 or 10%	Greater of \$100 or 10%	Greater of \$100 or 10%
Elimination Period	180 Days	180 Days	180 Days	180 Days	180 Days
Benefit Duration	SSNRA	SSNRA	SSNRA	RBD to SSNRA	SSNRA
Definition of Disability	2 Years Own Occ	2 Years Own Occ	2 Years Own Occ	2 Year Own Occ	2 Year Own Occ
	Any Occ Thereafter	Any Occ Thereafter	Any Occ Thereafter	Any Occ Thereafter	Any Occ Thereafter
Residual/Partial	Zero Day	Zero Day	Zero Day	Zero Day	Zero Day
Social Security Integration	Full Family	Full Family	Full Family	Full Family	Full Family
Earnings Test	80% / 60%	80% / 60%	80% / 60%	80% / 60%	80% / 60%
Survivor Benefit	3 Months	3 Months	3 Months	3 Months	3 Months
Pre-existing Limitations	3/12	3/12	3/12	3/12	3/12
Mental/Nervous Limits	24 Months	24 Months	24 Months	24 Months	24 Months
Drug & Alcohol Limits	24 Months	24 Months	24 Months	24 Months	24 Months
Self-reported Limitations	None	None	None	None	None
Mandatory Rehab	Included	Included	Included	Voluntary - 10%	Included
Family Care Benefit	Included	Included	Included	Included	Included
Work Incentive	Included	Included	Included	Included	Included
FICA Match	Included	Included	Included	Included	Included
W-2 Preparation	Included	Included	Included	Included	Included
EAP	Included/3 Visit	Included/3 Visit	Included/3 Visit	Included w/Basic Life	Included
Actively at Work Applies	N/A	N/A	N/A	Applies	Applies
<b>FINANCIALS</b>					
Number of Lives	726	726	726	726	726
Rates per \$100	\$0.130	\$0.130	\$0.125	\$0.110	\$0.130
Monthly Covered Payroll	\$3,918,152	\$3,918,152	\$3,918,152	\$3,918,152	\$3,918,152
Monthly Premium	\$5,093.60	\$5,093.60	\$4,897.69	\$4,309.97	\$5,093.60
Annual Premium	\$61,123.17	\$61,123.17	\$58,772.28	\$51,719.61	\$61,123.17
\$ Change from Current	N/A	\$0.00	-\$2,350.89	-\$9,403.56	\$0.00
% Change from Current	N/A	0%	-4%	-15%	0%
Rate Guarantee	3 Year	3 Year	3 Year	3 Year	3 Year

Note: This is a brief summary and not intended to be a contract.

**CITY OF ALLEN**  
**VOLUNTARY LIFE / ADD RFP RESULTS**

<b>VOLUNTARY LIFE BENEFIT</b>	<b>The Standard Current</b>	<b>The Standard Renewal</b>	<b>Mutual of Omaha Proposed</b>	<b>Symetra Proposed</b>
Employee Amount	Increments of \$10,000 to a maximum 7 X earnings not to exceed \$500,000	Increments of \$10,000 to a maximum 7 X earnings not to exceed \$500,000	Increments of \$10,000 to a maximum of 7 X earnings not to exceed \$500,000	Increments of \$10,000 to a maximum of 7 X earnings not to exceed \$500,000
Guarantee Issue Amount	\$150,000	\$150,000	\$150,000	\$150,000
Age Reduction Schedule	to 65% @ 65, to 50% @ 70, 35% @ 75+	to 65% @ 65, to 50% @ 70, 35% @ 75+	to 65% @ 65, to 50% @ 70 & 35% @ 75	to 65% @ 65, to 50% @ 70 & 35% @ 75
Spouse Life Amount	Up to 50% of Employee amount in \$5,000 increments	Up to 50% of Employee amount in \$5,000 increments	Up to 100% of Employee amount in increments of \$5,000	Up to 50% of Employee amount in \$5,000 increments
Spouse Guarantee Issue Amount	\$50,000	\$50,000	\$50,000	\$50,000
Spouse Maximum Amount	\$100,000	\$100,000	\$100,000	\$100,000
Child Life Amount	14 days to 6 months \$1,000, 6 months to age 25 \$10,000	14 days to 6 months \$1,000, 6 months to age 25 \$10,000	\$10,000	\$10,000
Child Guarantee Issue Amount	\$10,000	\$10,000	\$10,000	\$10,000
Child Maximum Amount	\$10,000	\$10,000	\$10,000	\$10,000
Waiver of Premium Elimination Period	9 Months	9 Months	6 Months	6 Months
Waiver of Premium Termination Age	To Age 65	To Age 65	To Age 65	To Age 65
Portability	Included	Included	Included	Included
Conversion	Included	Included	Included	Included
Accelerated Death Benefit	Included	Included	Included	Included
Suicide Exclusion	2 Year	2 Year	2 Year	2 Year
<b>VOLUNTARY AD&amp;D BENEFIT</b>	Amounts may differ from Vol. Life	Amounts may differ from Vol. Life		
Employee Amount	Increments of \$25,000 to \$500,000	Increments of \$25,000 to \$500,000	\$500,000	Increments of \$25,000 to \$500,000
Spouse Amount	50% if no Children 40% with Children Not to exceed 100% of EE Amount	50% if no Children 40% with Children Not to exceed 100% of EE Amount	50% if no Children - Max \$250,000 40% with Children - Max \$200,000	50% if no Children 40% with Children \$250,000 Max
Child Amount	10% if with Spouse - Max \$25,000 15% if no Spouse - Max \$25,000	10% if with Spouse - Max \$25,000 15% if no Spouse - Max \$25,000	10% if with Spouse - Max \$25,000 15% if no Spouse - Max \$25,000	10% if with Spouse - Max \$25,000 15% if no Spouse - Max \$25,000
Education	\$5,000 up to 4 years	\$5,000 up to 4 years	5% to \$5,000 for 4 years	Included
Seat Belt	Lesser of \$10,000 or the amount of AD&D payable for Loss of Life	Lesser of \$10,000 or the amount of AD&D payable for Loss of Life	10% up to \$10,000	Included
Air Bag	Lesser of \$5,000 or 10% of AD&D payable for Loss of Life	Lesser of \$5,000 or 10% of AD&D payable for Loss of Life	5% up to \$5,000	Included

Note: This is a brief summary and not intended to be a contract.

Felony Assault - 5% up to



**CITY OF ALLEN**  
**VOLUNTARY LIFE / ADD RATES RFP RESULTS**

BENEFIT	The Standard	The Standard	Mutual of Omaha	Symetra
Voluntary Life Rates	Current	Renewal	Proposed	Proposed
	Per \$1,000	Per \$1,000	Per \$1,000	Per \$1,000
Age	EE	EE	EE	EE
< 25	\$0.076	\$0.076	\$0.076	\$0.076
25 – 29	\$0.076	\$0.076	\$0.076	\$0.076
30 - 34	\$0.085	\$0.085	\$0.085	\$0.085
35 - 39	\$0.104	\$0.104	\$0.104	\$0.104
40 - 44	\$0.160	\$0.160	\$0.160	\$0.160
45 - 49	\$0.274	\$0.274	\$0.274	\$0.274
50 - 54	\$0.452	\$0.452	\$0.452	\$0.452
55 - 59	\$0.707	\$0.707	\$0.707	\$0.707
60 - 64	\$1.103	\$1.103	\$1.103	\$1.103
65 - 69	\$1.978	\$1.978	\$1.978	\$1.978
70 - 74	\$3.542	\$3.542	\$3.542	\$3.542
75 - 79	\$5.840	\$5.840	\$5.840	\$5.840
80+	\$5.840	\$5.840	\$5.840	\$5.840
Child Life Rate	\$0.10 / \$1,000	\$0.10 / \$1,000	\$0.10 / \$1,000	\$0.10 / \$1,000
Voluntary AD&D Rates				
Employee (per \$1,000)	\$0.03	\$0.03	\$0.03	\$0.03
Employee + Family	\$0.05	\$0.05	\$0.05	\$0.05
Effective Date	N/A	10/1/2020	10/1/2020	10/1/2020
True Open Enrollment	N/A	N/A	One time True OE	One-Time Modified OE - 5 increment levels for currently enrolled employees, subject to the GI
Grandfather Current Amounts	N/A	Included	Included	Included
Annual Coverage Increase		May increase up to GI 30K-EE 10K-SP	After initial enrollment, 10k increase for EE up to GI	Annual Modified OE - currently enrolled employees of 1 increment level (10k), subject to the GI
Minimum Participation	25% or 10 lives	25% or 10 lives	25%	56%
Rate Guarantee	3 Year	3 Year	3 Year	3 Year
Dependent Age Limit	26	26	26	26

Note: This is a brief summary and not intended to be a contract.

**CITY OF ALLEN  
VOLUNTARY SHORT TERM DISABILITY  
RFP RESULTS**

STD BENEFITS	The Standard	The Standard	The Standard	Mutual of Omaha	Symetra
	Current	Renewal	Renegotiated Renewal	Proposed	Proposed
Weekly Percentage	60%	60%	60%	60%	60%
Weekly Maximum	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000
Minimum Weekly	\$25	\$25	\$25	\$25	\$25
Accident Benefits Begin/Day	15	15	15	15	15
Sickness Benefits Begin/Day	15	15	15	15	15
Benefit Duration/Weeks	24 Weeks	24 Weeks	24 Weeks	24 Weeks	24 Weeks
Pre-existing Condition	N/A	N/A	N/A	N/A	N/A
Maternity Coverage	Yes	Yes	Yes	Yes	Yes
W-2 Preparation	Included	Included	Included	Included	Included
Extended Benefit Waiting Period					
Accident Benefits Begin/Day	15	15	15	Not Available	15
Physical Disease, Pregnancy or Mental Disorder Benefits Begin/Day	61	61	61	Not Available	61
FINANCIALS					
Number of lives	332	332	332	332	332
Rate per \$10 Benefit	\$0.260	\$0.195	\$0.149	\$0.260	\$0.255
Volume	\$226,149	\$226,149	\$226,149	\$226,149	\$226,149
Monthly Premium	\$5,879.87	\$4,409.91	\$3,369.62	\$5,879.87	\$5,766.80
Annual Premium	\$70,558.49	\$52,918.87	\$40,435.44	\$70,558.49	\$69,201.59
\$ Change from Current	N/A	-\$17,639.62	-\$30,123.05	\$0.00	-\$1,356.89
% Change from Current	N/A	-25%	-43%	0%	-2%
Rate Guarantee	3 Year	3 Year	3 Year	3 Year	3 Year
Actively at Work Applies	Applies	Applies	Applies	Applies	Varies due to new COVID guidelines (up to 60 days)
Minimum Participation	35%	35%	35%	15%	50%

Note: This is a brief summary and not intended to be a contract.

## Vendor Scoring Matrix - Finalists



### Recommended

	The Standard	Mutual of Omaha	Symetra
Cost (25%)	25	24	21
Financial Stability (20%)	20	20	20
Communications (5%)	5	5	5
Claims Processing (25%)	25	25	25
Claims Management Reports (10%)	10	10	10
Integrated Systems / Technology (10%)	10	10	10
Past Performance (5%)	5	4	4
TOTAL	100	98	95

**Life and Disability**

Renewal with The Standard is recommended for the 10/1/20 plan year. The Standard has offered a package of Employer Paid and Voluntary products with competitive pricing to market alternatives. Rates will be guarantee for 3 years and the City will also receive an annual communications/technology allowance that is approximately 3% of paid premium or \$12,500 annually.