



City of Durham

Basic Life and AD&D, Voluntary Life, Short-term Disability (STD) and Long-term Disability (LTD) Proposal Summaries

Request for Proposals (RFPs) were sent to the following carriers:

1. Aetna
2. Cigna (Declined to Quote)
3. BCBSNC / USABLE
4. Guardian
5. Hartford Life
6. MetLife (Declined to Quote)
7. Reliance Standard Life Insurance (RSLI)
8. Sun Life
9. The Standard (Declined to Quote)
10. United HealthCare (Declined to Quote)
11. UNUM
12. Minnesota Life (NC Mutual) (Received Life Proposal Only)
13. Liberty Mutual (Declined to Quote)

The carriers that declined or submitted partial proposals are noted above.



City of Durham

Basic Life, AD&D, & Voluntary Life Proposal Benefits & Rates Comparison

Report Date: February 11, 2015

Carriers	Unum	BCBSNC / USABLE	Aetna	RSLI	Sun Life	Hartford	Guardian	Minnesota Life (NC Mutual)
Status	Current	Proposed	Proposed	Proposed	Proposed	Proposed	Proposed	Proposed
Basic Life and AD&D								
Guarantee Issue Amount	\$350,000	\$250,000	\$250,000	\$250,000	\$250,000	\$250,000	\$250,000	\$250,000
Voluntary Life Employee G.I.	\$200,000	\$200,000	\$350,000	\$200,000	\$350,000	\$350,000	\$100,000	\$200,000
Voluntary Spouse Life G.I.	\$25,000	\$50,000	\$50,000	\$50,000	\$50,000	\$50,000	\$5,000	\$50,000
Voluntary Children Life G.I.	\$10,000	\$10,000	\$10,000	\$10,000	N / A	\$10,000	\$5,000	\$10,000
Buy-Up Max Spouse	\$500,000	\$300,000	\$300,000	\$500,000	N / A	\$350,000	\$5,000	\$300,000
Buy-Up Max Employee	\$500,000	\$300,000	\$300,000	\$500,000	N / A	\$500,000	\$250,000	\$200,000
Age Reduction Schedule	None	35% at 70, 50% at 75	35% at 70, 50% at 75	35% at 70, 50% at 75	35% at 70, 50% at 75	35% at 70, 50% at 75	35% at 70, 50% at 75	None
Termination of coverage	Retirement	Retirement	Retirement	Retirement	Retirement	Retirement	Basic Life and Voluntary Employee Life: Retirement Voluntary Spouse Life terminates at age 70	Retirement
Waiver of Premium	None	Yes	Yes (PW 60/65)	Yes, with 10% Critical Illness Benefit	Yes	Yes	None	None
Portability	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Accelerated Benefit	50% to \$750,000	50% to \$750,000	75% to \$500,000	75% to \$500,000	75% to \$500,000	80% to \$250,000	50% to \$500,000	100% to \$1,000,000
Beneficiary Financial Counseling	Included	Not Included	Included with Aetna Life Essentials	Included	Included	Included	Not Included	Included
Child Care Benefit	Not Included	Not Included	Included	Included	Not Included	Included	Not Included	Not Included
Higher Education Benefit	Yes	Yes	Yes	Yes	No	Yes	No	Yes
Critical Illness Option	Not Included	Not Included	Not Included	10% Critical Illness Benefit to a maximum of \$100,000	Not Included	Not Included	Not Included	Not Included
Spouse Age or Employee age	Spouse	Spouse	Employee	Choice	Choice	Choice	Choice	Choice
Spouse/Employee Eligible Amounts	\$500,000	\$10,000 increments up to \$300,000	\$10,000 increments up to \$300,000	\$500,000	\$250,000	\$500,000	\$250,000	\$10,000 increments up to \$300,000
Participation Requirement	20%	25%	20%	10%	Basic Life - 100% Voluntary Life - 30%	Basic Life - 100% Voluntary - 25%	Basic Life - 100% Voluntary Life - 30%	None

Carriers	Unum	BCBSNC / USABLE	Aetna		RSLI	Sun Life	Hartford	Guardian	Minnesota Life (NC Mutual)
Status	Current	Proposed	Proposed		Proposed	Proposed	Proposed	Proposed	Proposed
Basic Life and AD&D									
One Time Open Enrollment	No	Yes	All late applicants not previously declined may elect one \$10,000 increment with no EOI required. Current participants can increase up to the next highest \$10,000 level and buy an additional level with no EOI. Therefore, an employee who currently elected \$55,000 may increase to \$60,000 and buy an additional \$10,000, for a total of \$70,000, with no EOI required.		Yes	Yes	Yes	Basic Life: Yes Voluntary Life: No	No
Rate Guarantee	2 years	3 years	3 years		3 years	3 years if packaged with STD and LTD	34 Months	3 years	3 years
Rates									
Basic Life and AD&D rates (Per \$1,000)									
Basic Life	0.14	0.14	0.113		0.13	0.13	0.16	0.12	0.14
Basic AD&D	0.028	0.028	0.025		0.028	0.025	0.028	0.025	0.028
Dependent Life	1.98	1.98	1.52		1.98	1.98	1.98	1.64	None
Voluntary Life Rates (Per \$1,000)			Current	60 / 65					
Under 30	0.06	0.06	0.06	0.071	0.06	0.06	0.06	0.06	0.06
30-34	0.08	0.08	0.08	0.095	0.08	0.08	0.08	0.08	0.08
35-39	0.11	0.11	0.11	0.131	0.11	0.11	0.11	0.11	0.11
40-44	0.18	0.18	0.18	0.214	0.18	0.18	0.18	0.18	0.18
45-49	0.29	0.29	0.29	0.345	0.29	0.29	0.29	0.29	0.29
50-54	0.47	0.47	0.47	0.560	0.47	0.47	0.47	0.47	0.47
55-59	0.74	0.74	0.74	0.881	0.74	0.74	0.74	0.74	0.74
60-64	1.150	1.15	1.15	1.15	1.15	1.15	1.15	1.15	1.15
65-69	1.640	1.64	1.64	1.64	1.64	1.64	1.64	2.06	1.64
70 +	2.060	2.06	2.06	2.06	2.04	1.64	2.06	2.06	2.06
Children Option									
2,500	0.99	0.50	0.20		0.78	Did Not Quote	0.25	Did Not Quote	0.30
5,000	1.98	1.00	0.40		1.56		0.50		0.60
7,500	2.97	1.50	0.60		2.34		0.75		0.90
10,000	3.96	2.00	0.80		3.12		1.00		1.20

Note: Minnesota Life (NC Mutual) submitted a Life Proposal Only

Note: Should the City of Durham select RSLI for their Life and Disability carrier, RSLI will reduce the City's Stop Loss premium by 5%.



City of Durham

Voluntary Long Term Disability Proposal Benefit & Rate Comparison

Report Date: February 11, 2015

Carriers	Unum		BCBSNC / USABLE		Aetna		RSLI		Sun Life		Hartford		Guardian	
Status	Current		Proposed		Proposed		Proposed		Proposed		Proposed		Proposed	
General Information	Option B	Option C	Option B	Option C	Option B	Option C	Option B	Option C	Option B	Option C	Option B	Option C	Option B	Option C
Rate Guarantee	2 Years	2 Years	3 years	3 years	3 years	3 years	34 months	34 months	3 years	3 years				
Open Enrollment	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes						
Participation Requirement	20%	20%	35%	35%	20%	20%	10%	10%	35%	35%	39%	39%	40%	40%
Benefits	Option B	Option C	Option B	Option C	Option B	Option C	Option B	Option C	Option B	Option C	Option B	Option C	Option B	Option C
Eligibility - FTE & PTE working 30 hrs/week	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes						
Benefit Percent Max	60%	60%	60%	60%	60%	60%	60%	60%	60%	60%	60%	60%	60%	60%
Benefit Amount Max	\$6,000	\$6,000	\$6,000	\$6,000	\$6,000	\$6,000	\$6,000 (can increase with no rate impact)	\$6,000 (can increase with no rate impact)	\$6,000	\$6,000	\$6,000	\$6,000	\$6,000	\$6,000
Elimination Period	90 Days	90 Days	90 days	180 days	90 days	90 days	90 days	90 days	90 day	90 day	90 days	180 days	90 days	90 days
Definition of Disability	24 month own occupation	24 month own occupation	24 month own occupation	24 month own occupation	24 month own occupation	24 month own occupation	24 month own occupation	24 month own occupation						
Return to work Incentive	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes						
Waiver of Premium	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes						
Dependent Care Benefit	Yes	Yes	No	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Survivor Benefit	Included	Included	Included	Included	Included	Included	Included	Included						
Social Security Freeze	Yes	Yes	Yes	Yes	No	No	Yes	Yes						
Mental & Nervous Limitation	12 months	12 months	24 months	24 months	12 months	12 months	24 months	24 months	12 months	12 months	12 months	12 months	12 months	12 months
Voluntary Employee Plan	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes						
Pre-Ex	3 / 12	3 / 12	3 / 12	3 / 12	3 / 12	3 / 12	3 / 12	3 / 12	3 / 12	3 / 12	3 / 3 / 12	3 / 3 / 12	6 / 24	6 / 24
Maximum Benefit Period	Age 65	2 years	Age 65	2 years	Age 65	2 years	Age 65	2 years	Age 65	2 years	Age 65	2 years	Age 65	2 years
Rates Per \$100 of Covered Pay	Option B	Option C	Option B	Option C	Option B	Option C	Option B	Option C	Option B	Option C	Class 2 - 2 years Graded	Class 2 - 2 years Graded	Option B	Option C
Under 25	\$0.260	\$0.080	\$0.260	\$0.100	\$0.115	\$0.052	\$0.234	\$0.072	\$0.234	\$0.072	\$0.275	\$0.980	\$0.290	\$0.090
25-29	\$0.270	\$0.090	\$0.270	\$0.120	\$0.132	\$0.060	\$0.243	\$0.081	\$0.243	\$0.081	\$0.286	\$0.111	\$0.300	\$0.100
30-34	\$0.340	\$0.100	\$0.340	\$0.130	\$0.181	\$0.083	\$0.306	\$0.090	\$0.306	\$0.090	\$0.360	\$0.123	\$0.370	\$0.110
35-39	\$0.430	\$0.140	\$0.430	\$0.180	\$0.267	\$0.125	\$0.387	\$0.126	\$0.387	\$0.126	\$0.455	\$0.172	\$0.470	\$0.150
40-44	\$0.580	\$0.180	\$0.580	\$0.230	\$0.411	\$0.186	\$0.522	\$0.162	\$0.522	\$0.162	\$0.614	\$0.221	\$0.640	\$0.200
45-49	\$0.810	\$0.260	\$0.810	\$0.340	\$0.592	\$0.266	\$0.729	\$0.234	\$0.729	\$0.234	\$0.857	\$0.320	\$0.890	\$0.290
50-54	\$1.070	\$0.340	\$1.070	\$0.440	\$0.842	\$0.376	\$0.963	\$0.306	\$0.963	\$0.306	\$1.132	\$0.418	\$1.180	\$0.370
55-59	\$1.420	\$0.440	\$1.420	\$0.570	\$1.027	\$0.457	\$1.278	\$0.396	\$1.278	\$0.396	\$1.502	\$0.541	\$1.560	\$0.480
60+	\$2.400	\$0.750	\$2.400	\$0.970	\$1.132	\$0.482	\$2.160	\$0.675	\$2.160	\$0.675	\$2.539	\$0.923	\$2.640	\$0.830

Note: Minnesota Life (NC Mutual) submitted a Life Proposal Only



City of Durham

Voluntary Short Term Disability Proposal Benefit & Rate Comparison

Report Date: February 11, 2015

Carriers		Unum	BCBSNC / USABLE	Aetna	RSLI	Sun Life	Hartford	Guardian						
Status		Current	Proposed	Proposed	Proposed	Proposed	Proposed	Proposed						
Rate Guarantee		2 Years	3 years	3 years	3 years	3 years	3 years	3 years						
Benefit Duration		13 Weeks	13 weeks	13 weeks	13 weeks	13 weeks	13 weeks	13 weeks						
Benefit		60% to \$2,500	60%	60% to \$2,500	60%	60% to \$2,500	60% to 1,000	60% to \$2,500						
Minimum Weekly Benefit		\$25	\$100	\$25	\$25	\$10	\$200	\$25						
Offset with Salary Continuation Plans		No	No	Yes	No	No	No	No						
Waiver of Premium		No	Yes	No	Yes	No	No	Yes						
Open Enrollment		Yes	Yes	Yes	Yes	Yes	Yes	Yes						
Preexisting Conditions		3 / 12	3 / 12	3 / 12	3 / 12	3 / 12	3 / 3 / 12	6 / 24						
Participation Requirement		20%	15%	20%	10%	9%	10%	10%						
Elimination Period for Injury (Days)		14	8	14	14	15	15	15						
Elimination Period for Sickness (Days)		14	8	14	14	15	15	15						
Benefit Period (Weeks)		13	13	13	13	13	13	13						
Option 1 (Employees Choose from 2 Options)	Composite Rate	Composite Rate		Composite Rate		Composite Rate		Composite Rate						
	N A	N A		\$0.60 / \$10 Weekly Benefit		N A		N A						
	Age Band Rates		Age Band Rates		Age Band Rates		Age Band Rates		Age Band Rates					
	15-24	\$0.589	15-24	\$0.542	15-24	N/A	15-24	\$0.440	15-24	\$0.380	Under 35	\$0.656	15-24	\$0.530
	25-29	\$0.630	25-29	\$0.580	25-29	N/A	25-29	\$0.470	25-29	\$0.410	35-49	\$0.691	25-29	\$0.570
	30-34	\$0.573	30-34	\$0.527	30-34	N/A	30-34	\$0.430	30-34	\$0.370	50-59	\$1.050	30-34	\$0.520
	35-39	\$0.552	35-39	\$0.508	35-39	N/A	35-39	\$0.410	35-39	\$0.360	60+	\$1.390	35-39	\$0.500
	40-44	\$0.588	40-44	\$0.541	40-44	N/A	40-44	\$0.440	40-44	\$0.380			40-44	\$0.530
	45-49	\$0.640	45-49	\$0.589	45-49	N/A	45-49	\$0.480	45-49	\$0.420			45-49	\$0.580
	50-54	\$0.764	50-54	\$0.703	50-54	N/A	50-54	\$0.570	50-54	\$0.500			50-54	\$0.690
	55-59	\$0.991	55-59	\$0.912	55-59	N/A	55-59	\$0.740	55-59	\$0.650			55-59	\$0.890
	60-64	\$1.197	60-64	\$1.102	60-64	N/A	60-64	\$0.900	60-64	\$0.780			60-64	\$1.080
	65-69	\$1.362	65-69	\$1.253	65-69	N/A	65-69	\$1.020	65-69	\$0.890			65-69	\$1.230
	70+	\$1.362	70+	\$1.253	70+	N/A	70+	\$1.020	70+	\$0.890			70+	\$1.230
Option 2 (Employees Choose from 2 Options)	Composite Rate	Composite Rate		Composite Rate		Composite Rate		Composite Rate						
	N A	N A		\$0.35 / \$10 Weekly Benefit		N A		N A						
	Age Band Rates		Age Band Rates		Age Band Rates		Age Band Rates		Age Band Rates					
	15-24	\$0.330	15-24	\$0.434	15-24	N/A	15-24	\$0.250	15-24	\$0.220	Under 35	\$0.467	15-24	\$0.300
	25-29	\$0.377	25-29	\$0.464	25-29	N/A	25-29	\$0.280	25-29	\$0.250	35-49	\$0.428	25-29	\$0.340
	30-34	\$0.353	30-34	\$0.422	30-34	N/A	30-34	\$0.260	30-34	\$0.230	50-59	\$0.617	30-34	\$0.320
	35-39	\$0.349	35-39	\$0.407	35-39	N/A	35-39	\$0.260	35-39	\$0.230	60+	\$0.818	35-39	\$0.310
	40-44	\$0.382	40-44	\$0.433	40-44	N/A	40-44	\$0.290	40-44	\$0.250			40-44	\$0.340
	45-49	\$0.452	45-49	\$0.471	45-49	N/A	45-49	\$0.340	45-49	\$0.300			45-49	\$0.410
	50-54	\$0.584	50-54	\$0.563	50-54	N/A	50-54	\$0.440	50-54	\$0.380			50-54	\$0.530
	55-59	\$0.716	55-59	\$0.730	55-59	N/A	55-59	\$0.540	55-59	\$0.470			55-59	\$0.640
	60-64	\$0.829	60-64	\$0.882	60-64	N/A	60-64	\$0.620	60-64	\$0.540			60-64	\$0.750
	65-69	\$0.848	65-69	\$1.003	65-69	N/A	65-69	\$0.640	65-69	\$0.550			65-69	\$0.760
	70+	\$0.848	70+	\$1.003	70+	N/A	70+	\$0.640	70+	\$0.550			70+	\$0.760

Note: Minnesota Life (NC Mutual) submitted a Life Proposal Only