

Personnel
2-15-16

16-0148

RESOLUTION

VOLUNTARY SHORT TERM DISABILITY BENEFIT

WHEREAS, the City does not currently have a voluntary short-term disability plan for employees to supplement their salary in the event they are unable to work for a period of up to 11 weeks; and

WHEREAS, the City's third party administrator Associated Financial Group reviewed available plans as shown on the attached chart, and recommends Anthem Option 1, which would pay out 60% of salary up to \$1,000 per week, along with the use of sick time or PTO to supplement their salary up to 100%; and

WHEREAS, the City's administration costs of the program would be minimal, only requiring the time to process the payroll deductions; and

WHEREAS, the Personnel Committee recognizes the benefit of offering a voluntary short-term disability plan for employees, and unanimously recommended implementing Anthem Option 1, effective March 1, 2016, at a meeting held on Monday, February 1, 2016.

NOW, THEREFORE, BE IT RESOLVED, by the Mayor and Common Council of the City of Manitowoc to approve implementing a voluntary short term disability plan for employees, Anthem Option 1, effective March 1st, 2016.

INTRODUCED FEB 15 2016 _____

ADOPTED _____

APPROVED _____

Justin M. Nickels, Mayor





This resolution was drafted by Kathleen M. McDaniel, City Attorney

- Fiscal Impact: n/a
- Funding Source: n/a
- Finance Director Approval: /sc
- Approved as to form: /kmm

City of Manitowoc

VOLUNTARY SHORT TERM DISABILITY INSURANCE ALTERNATIVES

Effective: 3/1/2016

Carrier	 Option 1	 Option 2	 Option 3	 Option 4
Benefit	60%	60%	60%	60%
Weekly Maximum	\$1,000	\$1,000	\$1,000	\$1,000
Elimination Period				
Accident	14 days	14 days	14 days	14 days
Sickness	14 days	14 days	14 days	14 days
Benefit Duration	11 weeks	11 weeks	24 weeks	24 weeks
Pre-Ex	3 / 12	3 / 6	3 / 12	3 / 6
Benefit Offset Relative to Sick Leave	EEs can use their sick days to qualify for disability. Once EP is met, EEs can use sick time to supplement payment.	EEs can use their sick days to qualify for disability. Once EP is met, EEs can use sick time to supplement payment.	EEs can use their sick days to qualify for disability. Once EP is met, EEs can use sick time to supplement payment.	EEs can use their sick days to qualify for disability. Once EP is met, EEs can use sick time to supplement payment.
Police & Fire Employees	Included	Included	Included	Included
Rates (per \$10 of weekly benefit)				
Employee Age				
<25	0.300	\$0.565	0.440	\$0.82
25-29	0.290	\$0.565	0.420	\$0.82
30-34	0.310	\$0.565	0.450	\$0.82
35-39	0.320	\$0.565	0.460	\$0.82
40-44	0.360	\$0.565	0.530	\$0.82
45-49	0.420	\$0.565	0.600	\$0.82
50-54	0.510	\$0.565	0.740	\$0.82
55-59	0.670	\$0.565	0.960	\$0.82
60-64	0.800	\$0.565	1.160	\$0.82
65-69	0.900	\$0.565	1.300	\$0.82
70-74	1.170	\$0.565	1.690	\$0.82
75-99	1.520	\$0.565	2.200	\$0.82
Rate Guarantee	2 years	2 years	2 years	2 years
Participation	Greater of 20% or 10 EEs w/ EPP agreement	15%	Greater of 20% or 10 EEs w/ EPP agreement	15%
Enrollment Conditions	If EPP is elected - personalized enrollment forms to all eligible, mandatory enrollment meetings w/ 50% attendance, mandatory return of form	Mandatory meeting with no less than 75% of total eligible EEs. Personalized enrollment forms & mandatory return of form.	If EPP is elected - personalized enrollment forms to all eligible, mandatory enrollment meetings w/ 50% attendance, mandatory return of form	Mandatory meeting with no less than 75% of total eligible EEs. Personalized enrollment forms & mandatory return of form.
AM Best Rating	A	A+	A	A+

NOTE: Company logos are for information purposes only. Agents are independent and are not affiliated with the company.

Not competitive: UNUM (rates are higher than Anthem & MOO & police/fire excluded). The Hartford (higher rates even w/ requiring sick bank to be exhausted).

DTQ: Lincoln Financial declined to quote due to police and fire being over 15% of total group & MetLife.

Our standard of care and legal duty to the insured in providing insurance products and services is to follow the instructions of the insured in good faith.

This constitutes only a summary of the Voluntary Short Term Disability plan involved. The actual contract or plan document must be consulted to determine the governing contractual provisions, limitations, or exclusions. There is no guarantee, expressed or implied by Associated Financial Group or vendors of plan provisions or level of payments.