

Cleveland Public Library

Finance Committee

February 18, 2020

**RESOLUTION TO ENTER INTO RENEWAL AGREEMENT WITH VOYA
EMPLOYEE BENEFITS COMPANY FOR LIFE INSURANCE AND DISABILITY
INCOME INSURANCE POLICIES**

- WHEREAS, The Library wishes to continue to provide life insurance, accidental death and dismemberment (AD&D) insurance, and short term disability income insurance plans to its full-time employees to retain and attract qualified individuals; and
- WHEREAS, The Library is required by its labor contracts to provide group life, AD&D insurance and short term disability income insurance; and
- WHEREAS, The Library's life insurance and short term disability income insurance policies have been in force with VOYA Employee Benefits, a division of ReliaStar Life Insurance Company, since 2010 and 2015 respectively and the current terms are expiring on March 14, 2020; and
- WHEREAS, The current rate for basic life insurance is \$.13/\$1,000 and \$.02/\$1,000 for AD&D insurance. The renewal rates will not increase from the current rate and is guaranteed for two years effective from March 15, 2020 through March 14, 2022; and
- WHEREAS, The current rate for short term disability coverage is \$.125/\$10 and the initial renewal rate offer increased to \$.23/\$10 due to incurred claims exceeding paid premiums over the past two years. Taylor Oswald, LLC, our benefits consultant, was able negotiate a revised renewal rate of \$.20/\$10 for a rate guarantee of one-year effective from March 15, 2020 through March 14, 2021; now therefore be it
- RESOLVED, That the Board of Library Trustees authorizes the Executive Director, CEO, or his designee, to execute a life insurance agreement including AD&D with VOYA Employee Benefits, a division of ReliaStar Life Insurance Company, subject to the Chief Legal Officer's approval, to be effective on or about March 15, 2020 for a one- or two-year term, with an estimated annual premium of \$15,500 based on current rates, to be charged to the Life

Insurance Object 51620; be it further

RESOLVED,

That the Board of Library Trustees authorizes the Executive Director, CEO, or his designee, to execute a short term disability income insurance agreement with VOYA Employee Benefits, a division of ReliaStar Life Insurance Company, subject to the Chief Legal Officer's approval, to be effective on or about March 15, 2020 for a one-year term, with an estimated annual premium of \$63,689, based on the increased rate of the renewal term, to be charged to the Short Term Disability Insurance Object 51625.