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
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.