

FAIRFIELD TOWNSHIP
RESOLUTION NO. 20-185

**RESOLUTION AUTHORIZING ADMINISTRATOR TO EXECUTE CONTRACT WITH
STANDARD COMPANY FOR SHORT TERM DISABILITY INSURANCE COVERAGE.**

WHEREAS: The Board wishes to continue to offer the Short-Term Disability Plan to Fairfield Township employees; and

WHEREAS: The current contract with Standard expires on April 1, 2021; and

WHEREAS: Due to the pandemic the renewal rates will not be changing;

NOW, THEREFORE, BE IT RESOLVED, by the Board of Trustees of Fairfield Township, Butler County, Ohio, as follows;

SECTION 1: The Board hereby authorizes the Administrator to execute the contract with the Standard Company for Short Term Disability Insurance coverage, which is attached hereto as Exhibit "A".

SECTION 2: The Board hereby dispenses with the requirement that this resolution be read on two separate days, pursuant to RC 504.10, and authorizes the adoption of this resolution upon its first reading.

SECTION 3 This resolution is the subject of the general authority granted to the Board of Trustees through the Ohio Revised Code and not the specific authority granted to the Board of Trustees through the status as a Limited Home Rule Township.

SECTION 4: That it is hereby found and determined that all formal actions of this Board concerning and relating to the passage of this Resolution were taken in meetings open to the public, in compliance with all legal requirements including §121.22 of the Ohio Revised Code.

SECTION 5: This resolution shall take effect at the earliest period allowed by law.

Adopted: November 18, 2020

Board of Trustees

Vote of Trustees

Shannon Hartkemeyer: <u>Shannon Hartkemeyer</u>	<u>Yes</u>
Joe McAbee: <u>Joe McAbee</u>	<u>Yes</u>
Susan Berding: <u>Susan Berding</u>	<u>Yes</u>

AUTHENTICATION

This is to certify that this is a resolution which was duly passed and filed with the Fairfield Township Fiscal Officer this 18th day of November, 2020.

ATTEST:

Shelly Schultz
Shelly Schultz, Fairfield Township Fiscal Officer

APPROVED AS TO FORM:

L.E. Barbieri
Lawrence E. Barbieri, Township Law Director



Fairfield Township

2021 Renewal Summary

Policy 756476

Thank you for choosing Standard Insurance Company (The Standard) as your employee benefits partner since April 1, 2018. We appreciate your business and the opportunity to renew our commitment. We strive to provide Fairfield Township and your employees outstanding value, expertise and personal service.

As always, our goal is to help you take care of your business and your employees. Our team remains committed to helping you achieve strategic goals for your benefits program, streamline administration and increase employee satisfaction. In short — better results with less noise. Thank you again for your continued business.

Our Approach to Renewals — Continued Partnership

The renewal rates for your Group Disability insurance will be effective April 1, 2021.

For your renewal, we utilized manual rates to determine the appropriate rate for renewal. Our manual rates use the demographics of your employees to determine the appropriate rates. Factors such as gender, age, salary, occupation and plan design contribute to determining the manual rate.

Please consider this renewal package the next step in our ongoing conversation about how we can best meet your needs. We may be able to work together to help you get more value out of your benefits program or reduce overall costs. We'd be happy to re-evaluate your plan design and benefits usage and discuss your options.

Your Short Term Disability Renewal

Our approach to your Disability insurance focuses on creating a circle of support for your employees. We strive to make prompt claim decisions to help ensure employees with complex claims get the help they need to return to work.

Census Demographics for Short Term Disability

Categories	Prior Calculation	Current Calculation	Change
Female Lives	5	10	5
Male Lives	25	32	7
Benefit Volume	\$24,387	\$30,864	\$6,477
% Benefit Volume Age 50 +	25%	19%	-6%

Based on our thorough analysis, we're offering the renewal rate[s] listed below.

Renewal Date	Current Rate *	Renewal Rate *	Monthly Premium Change **
April 1, 2021	\$0.343	\$0.343	\$0

* Rate mode is Per \$10.00 of Benefit

** Final premium change will be determined based on your group's composition at billing time

Rate will be guaranteed for 2 years until April 1, 2023.

The Standard is committed to helping you provide innovative benefits programs that support your employees' needs. We want to make sure you're aware of the services offered with your STD plan as outlined below.

Health Advocacy Select

When employees are receiving disability benefits, we can help them navigate the health care system with Health Advocacy Select, a service provided through a partnership with Health Advocate, a leading health assistance and support company. This highly personalized service offers employees a dedicated personal health advocate who can assist with a wide range of health care issues, from medical paperwork to scheduling appointments and getting second opinions.

Thank You and Next Steps

We appreciate the opportunity to continue our partnership with Fairfield Township.

A summary of our Renewal Offer is in the chart below. Thank you for allowing Standard Insurance Company the opportunity to support your insurance needs.

Product & Services *	Through 03/31/21	Effective 04/01/21
STD	\$0.343 Per \$10.00 of Benefit	\$0.343 Per \$10.00 of Benefit
Health Advocacy Select	Included in rates for STD	Included in rates for STD

*The above shown rates are monthly.

You can count on us to help you retain and attract employees by providing the benefits and services they value – now and for years to come. We're always available to address any questions you have about this renewal or for any service needs. Please reach out to the Cincinnati group office at (513) 826-6976 and we'll be happy to help.