

FAIRFIELD TOWNSHIP
RESOLUTION NO. 24-109

**RESOLUTION AUTHORIZING THE ADMINISTRATOR TO SIGN THE CONTRACT WITH
THE STANDARD COMPANY FOR SHORT TERM DISABILITY,
BASIC LIFE AND AD&D INSURANCE.**

WHEREAS: The Board wishes to continue to offer Short-Term Disability, Basic Life and AD&D with The Standard Insurance Company; and

WHEREAS: The plan will be at an annual savings of \$480.00 per year; and

WHEREAS: The plan will be effective August 1, 2024, through July 1, 2026;

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, Basic Life & AD&D Insurance, 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: July 9, 2024

Board of Trustees

Shannon Hartkemeyer:

Michael Berding:

Joe McAbee:

Vote of Trustees

Yes

Yes

Yes

AUTHENTICATION

This is to certify that this is a resolution which was duly passed and filed with the Fairfield Township Fiscal Officer this 9th day of July, 2024.

ATTEST:

Shelly Schultz
Shelly Schultz, Fairfield Township Fiscal Officer

APPROVED AS TO FORM:

LE Barbieri
Lawrence E. Barbieri, Township Assistant Law Director



• Your Employee Benefits Proposal

Prepared for: Fairfield Township

Presented by: ASSUREDPARTNERS - CINCINNATI

Proposal Prepared on:
June 17, 2024

Proposed Effective Date:
August 1, 2024

Life and AD&D Insurance
Additional Life and AD&D Insurance
Dependent Life Insurance

Standard Insurance Company



Life and AD&D Insurance

Handling a Life insurance claim takes a special touch. All of our Life benefits employees complete annual grief training helping them to empathize with beneficiaries and recognize when they need special attention. And we're focused on settling claims quickly: Our median calculation turnaround time in 2023 was 2 days for clean claims and 3 days for all claims (internal company data as of January 2024).

Covered Members

An active employee of the Employer working 30 or more hours per week.

	Basic
Benefit Schedule	Flat \$30,000
Guarantee Issue	Full Benefit
AD&D Benefit	Matches Life Benefit
Age Reduction Schedule	To 65% at age 65 To 50% at age 70
Employer Contribution	100%
Minimum Participation	100%

Life Highlights

	Basic
Waiver of Premium	Eligible to age 60 Waived to SSNRA Age reductions apply
Conversion	Included
Portability	Included
Continuity of Coverage	Included
Repatriation Benefit	Included
Travel Assistance	Included
Life Services Toolkit	Included

AD&D Highlights

	Basic
Loss of life	100% (including disappearance and exposure)
Loss of one hand or one foot	50%
Loss of sight of one eye	50%
Loss of speech	50%
Loss of hearing in both ears	50%
Any combination of the above losses	100%
Loss of thumb and index finger of same hand	25%
Quadriplegia	100%
Triplegia	75%
Paraplegia	75%
Hemiplegia	50%
Uniplegia	25%
Seat Belt Benefit	10% of AD&D benefit payable up to \$10,000
Air Bag Benefit	5% of AD&D benefit payable up to \$5,000
Helmet Benefit	10% of AD&D benefit payable up to \$5,000
Family Benefits Package	Included
Portability	Included
Loss of one arm or one leg	75%
Loss of four fingers of the same hand	20%
Loss of all toes on the same foot	20%
Loss of thumb or the fifth finger (pinky)	15%
Assault Benefit	50% of AD&D benefit up to \$25,000
Public Transportation Benefit	AD&D benefit payable up to \$200,000
Coma	5% of AD&D benefit payable per month for 11 months, remainder of AD&D benefit the 12th month
Line of Duty Benefit	AD&D Benefit payable up to \$50,000



Additional Plan Design Details

- An Accelerated Death Benefit is included. Terminally ill members may withdraw up to 80% of their Life benefit to a maximum of \$500,000 (when Basic Life and any Additional Life are combined).
- If Life is sold with Standard's LTD, then the LTD claim will initiate a claim for Standard's Life Waiver of Premium.
- Portability experience will be included in the claims experience for this plan.
- The Family Benefits Package includes:
 - The Higher Education Benefit reimburses tuition expenses up to \$5,000 per child per year towards a 4-year college education for the deceased's children - not to exceed a cumulative total of \$20,000 or 25% of the AD&D benefit per child, whichever is less.
 - Career Adjustment Benefit reimburses tuition expenses up to \$5,000 per year to help a spouse to return to the workforce after the death of their spouse - not to exceed the cumulative total of \$10,000 or 25% of the AD&D benefit, whichever is less.
 - Child Care Benefit reimburses a family's child care expenses up to \$5,000 per year - not to exceed \$10,000 or 25% of the AD&D benefit, whichever is less.
- The Helmet Benefit pays a benefit for a loss of life due to an accident that occurs when riding a bicycle or a motorcycle and wearing a helmet.
- A hand and/or foot that is lost and later surgically reattached will still be considered a loss.
- Payment for AD&D losses, including any coma benefit payment, for the same accident cannot exceed 100% of the AD&D Insurance Benefit.
- An Assault Benefit is included and provides an additional benefit if a member suffers death or dismemberment as a result of an act of physical violence at work that is punishable by law
- The Line of Duty Benefit is included for Public Safety Officials. It provides an additional AD&D benefit for public safety officers who suffer death or dismemberment in an accident while acting in the line of duty.
- Travel Assistance is included and provides assistance with pre-trip planning, medical assistance services, emergency transportation services, travel and technical assistance services and legal referral.
- The Life Services Toolkit is included and helps beneficiaries cope with grief and loss, get answers to legal questions, plan a memorial or a funeral, and address financial concerns. Additionally, all covered employees will have access to online will preparation and other estate planning documents as well as articles to help deal with identity theft, improve wellness and more.
- The AD&D Occupational Assistance service is included and provides access to a Workplace Possibilities (SM) Consultant who helps those with a specified accidental dismemberment return to productive work and life.



Cost

Basic	
Life	
Members	63
Volume	\$1,854,000
Rate: Per \$1,000	.060
Monthly Premium	\$111
AD&D	
Members	63
Volume	\$1,854,000
Rate: Per \$1,000	.020
Monthly Premium	\$37
Total Billed Premium	\$148
Rate Guarantee	3 years

Assumptions

- Rates include electronic documents.
- Rates assume billing is centralized in one location.
- The proposed rates assume coverage currently in force.
- If the current contract contains a Waiver of Premium provision, The Standard assumes all waiver claims before the effective date of coverage with The Standard have been filed with the current carrier.
- Series 20.

Conditions

- Member must be insured under Basic Life in order to be eligible for Basic AD&D.
- The elected benefit amount for Basic AD&D must match the benefit amount for Basic Life.

More Information

For additional information on the available features and benefits of Life and AD&D Insurance from The Standard, click here:
https://www.standard.com/group_life_add

Additional Life and AD&D Insurance

Covered Members

An active employee of the Employer working 30 or more hours per week.

	Employee	Additional Spouse	Additional Child
Benefit Schedule	Increments of \$10,000	Increments of \$5,000	Increments of \$2,000
Maximum Benefit	\$300,000	\$150,000	\$10,000
Minimum Benefit	\$10,000	\$5,000	\$2,000
Guarantee Issue	\$100,000	n/a	Full Benefit
AD&D Benefit	Matches Life Benefit	Matches Life Benefit	Matches Life Benefit
Age Reduction Schedule	To 65% at age 65 To 50% at age 70	To 65% at age 65 To 50% at age 70	None
Employer Contribution	0%	0%	0%
Minimum Participation	Greater of 20% or 10 Lives	20%	20%

Life Highlights

	Employee	Additional Spouse	Additional Child
Waiver of Premium	Eligible to age 60 Waived to SSNRA Age reductions apply	Not Included	Not Included
Conversion	Included	Included	Included
Portability	Included	Included	Included
Continuity of Coverage	Included	Included	Included

AD&D Highlights

	Employee	Additional Spouse	Additional Child
Loss of life	100% (including disappearance and exposure)	100% (including disappearance and exposure)	100% (including disappearance and exposure)
Loss of one hand or one foot	50%	50%	50%
Loss of sight of one eye	50%	50%	50%
Loss of speech	50%	50%	50%
Loss of hearing in both ears	50%	50%	50%
Any combination of the above losses	100%	100%	100%
Loss of thumb and index finger of same hand	25%	25%	25%

AD&D Highlights (continued)

	Employee	Additional Spouse	Additional Child
Quadriplegia	100%	100%	100%
Triplegia	75%	75%	75%
Paraplegia	75%	75%	75%
Hemiplegia	50%	50%	50%
Uniplegia	25%	25%	25%
Seat Belt Benefit	Included	Included	Included
Air Bag Benefit	Included	Included	Included
Helmet Benefit	Included	Included	Included
Portability	Included	Included	Included
Loss of one arm or one leg	75%	75%	75%
Loss of four fingers of the same hand	20%	20%	20%
Loss of all toes on the same foot	20%	20%	20%
Loss of thumb or the fifth finger (pinky)	15%	15%	15%
Assault Benefit	Included	Included	Included
Coma	Included	Included	Included

Additional Plan Design Details

- On the policy effective date, all members (enrolled or eligible) may increase their benefit amount up to the guarantee issue amount without providing evidence of insurability.
- On the policy effective date, all members (enrolled or eligible) may increase their spouse's benefit amount up to the guarantee issue amount without providing evidence of insurability.
- During a Family Status Change, members who are currently enrolled, as well as those eligible but not currently enrolled, may increase their benefit amount, as well as their spouse's and child's benefit amounts (if included in the proposal), up to the guarantee issue amount without providing evidence of insurability. Evidence of insurability is required for those whose evidence of insurability was not approved by us during any prior period of eligibility.
- No evidence of insurability is required for child coverage.
- An Accelerated Death Benefit is included. Terminally ill members may withdraw up to 80% of their Life benefit to a maximum of \$500,000 (when Basic Life and any Additional Life are combined).
- An Accelerated Benefit is not available for dependents.
- Portability experience will be included in the claims experience for this plan.
- Life insurance for dependents continues automatically, without premium payment, for five months after the death of the insured member.



Additional Plan Design Details (continued)

- Dependents coverage includes child(ren) from live birth through age 25. The first eligible newborn child is automatically covered at the minimum benefit amount for up to 31 days. After the first child is enrolled, subsequent children will be automatically covered at the elected child benefit amount.
- A hand and/or foot that is lost and later surgically reattached will still be considered a loss.
- Payment for AD&D losses, including any coma benefit payment, for the same accident cannot exceed 100% of the AD&D Insurance Benefit.
- An Assault benefit is included for spouses and provides a benefit to spouses who experience death or dismemberment as a result of an act of physical violence at work that is punishable by law.
- An Assault benefit is included for children and provides a benefit to children who experience death or dismemberment as a result of an act of physical violence at school that is punishable by law.

Cost

Employee

	Employee				
Life					
Members	32				
Volume	\$3,099,800				
Rate: Per \$1,000	Lives	Age	Rate	Volume	Premium
	1	0-24	.060	\$40,000	\$2
	3	25-29	.060	\$335,000	\$20
	8	30-34	.070	\$855,000	\$60
	5	35-39	.100	\$330,000	\$33
	8	40-44	.150	\$875,000	\$131
	3	45-49	.230	\$400,000	\$92
	3	50-54	.360	\$255,000	\$92
	0	55-59	.570	\$0	\$0
	0	60-64	.800	\$0	\$0
	1	65-69	1.330	\$9,800	\$13
	0	70-999	2.290	\$0	\$0
Monthly Premium					\$443
AD&D					
Members	32				
Volume	\$3,099,800				
Rate: Per \$1,000	.035				
Monthly premium					\$108
Total Billed Premium					\$551
Rate Guarantee					3 years

Additional Spouse

		Additional Spouse			
Life					
Members	20				
Volume	\$712,000				
Rate: Per \$1,000	Lives	Age	Rate	Volume	Premium
	0	0-24	.034	\$0	\$0
	1	25-29	.042	\$30,000	\$1
	6	30-34	.061	\$245,000	\$15
	2	35-39	.071	\$65,000	\$5
	7	40-44	.105	\$237,000	\$25
	2	45-49	.158	\$70,000	\$11
	2	50-54	.242	\$65,000	\$16
	0	55-59	.417	\$0	\$0
	0	60-64	.791	\$0	\$0
	0	65-69	1.425	\$0	\$0
	0	70-999	5.291	\$0	\$0
	Monthly Premium				
AD&D					

Proposed Effective Date
August 1, 2024

Prepared for:
Fairfield Township



Additional Spouse		
Members	20	
Volume	\$712,000	
Rate: Per \$1,000	.035	
Monthly premium		\$25
Total Billed Premium		\$98
Rate Guarantee		3 years

Additional Child	
Elective: Paid by each Member electing coverage	
Life	
Members	17
Rate: Per \$1,000	.200
AD&D	
Rate: Per \$1,000	.035
Rate Guarantee	3 years

Assumptions

- Final Additional Life rates are subject to change if actual enrollment varies from the assumed enrollment of 51%.
- Final Additional Spouse Life rates are subject to change if actual enrollment varies from the assumed enrollment of 63%
- Rates include electronic documents.
- Rates assume billing is centralized in one location.
- The proposed rates assume coverage currently in force.
- If the current contract contains a Waiver of Premium provision, The Standard assumes all waiver claims before the effective date of coverage with The Standard have been filed with the current carrier.

Conditions

- Additional Life can only be purchased in conjunction with Basic Life.
- Member's Basic Life benefits plus Additional Life benefits may not exceed 8 times annual earnings.
- Until coverage has been in force for two years (one year in Colorado, Minnesota, Missouri and North Dakota), death that results from suicide or other intentionally self-inflicted injury is not covered. This exclusion does not apply to plans written in Washington.



Conditions (continued)

- Except as provided in the Additional Plan Design Details, we require evidence of insurability for:
 - Increases in elected benefit amounts from the current plan to this plan.
 - Members who are eligible under the current plan but are not enrolled.
 - Spouses who are eligible under the current plan but are not enrolled.
 - Individuals who enroll more than 31 days after they are first eligible for coverage.
 - Increases in elected benefit amounts after initial enrollment.
- Member must be enrolled in Additional Life to enroll in the Spouse Life plan.
- Member must be enrolled in Additional Life to enroll in the Child Life plan.
- Dependents must be insured under Dependent Life in order to be eligible for AD&D.
- Member must be insured under Additional Life in order to be eligible for Additional AD&D.
- The elected benefit amount for Additional AD&D must match the benefit amount for Additional Life.
- The elected benefit amount for Additional Spouse AD&D must match the benefit amount for Additional Spouse Life.
- The elected benefit amount for Additional Child AD&D must match the benefit amount for Additional Child Life.
- Dependent must be insured under Additional Spouse Life in order to be eligible for Additional Spouse AD&D
- Dependent must be insured under Additional Child Life in order to be eligible for Child Additional AD&D
- Spouse Life can't exceed 100% of member's enrolled benefit for Additional Life.
- Child Life can't exceed 100% of member's enrolled benefit for Additional Life.

More Information

For additional information on the available features and benefits of Additional Life and AD&D Insurance from The Standard, click here:
https://www.standard.com/group_life_add

Dependent Life Insurance

Covered Members

An active employee of the Employer working 30 or more hours per week.

	Spouse and Child
Benefit Schedule	Spouse: \$10,000 Child: \$2,500
Guarantee Issue	Full Benefit

Life Highlights

	Spouse and Child
Conversion	Included
Portability	Included
Continuity of Coverage	Included

Additional Plan Design Details

- No evidence of insurability is required for child coverage.
- Life insurance for dependents continues automatically, without premium payment, for five months after the death of the insured member.
- Dependents coverage includes child(ren) from live birth through age 25. The first eligible newborn child is automatically covered at the minimum benefit amount for up to 31 days. After the first child is enrolled, subsequent children will be automatically covered at the elected child benefit amount.

Cost

Spouse and Child	
Elective: Paid by each Member electing coverage	
Life	
Members	To Be Determined
Rate: Per Member	\$3.58
Rate Guarantee	3 years

Conditions

- Except as provided in the Additional Plan Design Details, we require evidence of insurability for:
 - Increases in elected benefit amounts from the current plan to this plan.
 - Spouses who are eligible under the current plan but are not enrolled.
 - Children who are eligible under the current plan but are not enrolled.

More Information

For additional information on the available features and benefits of Dependent Life Insurance from The Standard, click her:
https://www.standard.com/group_life_add

Proposed Effective Date
August 1, 2024

Prepared for:
Fairfield Township



Producer Compensation Disclosure

We recognize the valuable role of insurance advisors, consultants and brokers ("producers") in helping their clients design an employee benefits program, and we support reasonable and fair compensation for these services. Producers may be eligible to receive compensation from The Standard.

The commission quoted in this proposal are noted below. Additionally, fees for administrative, marketing or consulting services may apply. If applicable, fees are noted below.

Normal commission scale (www.standard.com/financial-professional/insurance-benefits/compensation) included for Life.

Unless participation is declined by the producer or client, contingent compensation is additional compensation that may also be paid and is dependent on the satisfaction of one or more minimum requirements, such as a specified amount of new premium volume or persistency in connection with the producer's block of business. For information about our customary producer rewards program visit www.standard.com/financial-professional/insurance-benefits/compensation. Some producers may have a contingent compensation arrangement that differs from our customary program. Please consult with your producer for additional details.

About This Employee Benefits Proposal

We appreciate the opportunity to provide you with this benefit and cost summary proposal from The Standard. This document outlines certain important features of the group insurance coverages available. This is not a contract or an offer to contract for such coverages. Detailed information about other important features of the coverage proposed is available on request. Just ask your broker/consultant or your representative at The Standard.

A completed application must be submitted before a group can be considered for coverage. Insurance will be effective after the application is accepted by The Standard. If approved, we will issue a contract containing our customary language. It will not duplicate policy language from another carrier. The group contract will contain provisions and defined terms not described in this Employee Benefits Proposal. The group contract will control if there are discrepancies between it and this proposal.

This benefit and cost summary proposal expires on September 4, 2024, unless replaced or withdrawn by The Standard.

The proposed premium rate and plan design for each coverage are based on the underwriting data received by The Standard. Final premium rates and plan provisions will be determined by The Standard on the basis of: applicable state laws, policyholder contributions, confirmation of occupations, the actual composition of the group of persons who will become insured and our current underwriting rules and practices.

Financial Strength Ratings

For information about our Financial strengths ratings visit: <https://www.standard.com/about-standard/company/financial-strength>

The Standard is a marketing name for StanCorp Financial Group, Inc. and subsidiaries. Insurance products are offered by Standard Insurance Company of 1100 SW Sixth Avenue, Portland, Oregon in all states except New York. Product features and availability vary by state and are solely the responsibility of Standard Insurance Company.