



RESOLUTION NO. 20170425-02

LIFE AND SUPPLEMENTAL BENEFITS WITH ONE AMERICA

WHEREAS, TexAmericas Center is a political subdivision of the State of Texas with the powers and authorities specified in Chapter 3503 of the Special District Local Laws Code of the State of Texas; and

WHEREAS, TexAmericas Center has a health insurance policy for TexAmericas Center employees; and

WHEREAS, TexAmericas Center adopted a Personnel Policy Manual by Resolution # 20160927-07 on September 27, 2016; and

WHEREAS, TexAmericas Center has sought, through a competitive process, bids to provide employee life and supplemental benefits; and

WHEREAS, ONE AMERICA has submitted a satisfactory proposal and can provide employee life and supplemental benefits starting May 1, 2017.

NOW, THEREFORE, BE IT RESOLVED by the Board of Directors that the Board of TexAmericas Center approves the life and supplemental benefits per the attached and the Executive Director/CEO shall be and are hereby authorized execute the attached documents.

PASSED AND APPROVED THIS 25th day of April 2017.



Denis Washington, Chairman of the Board

ATTEST:



Melford Pierce, Secretary

Attached: Life & Supplemental Benefits Plan

Group Basic Life Insurance

Effective Date: April 1, 2017

CURRENT

Insurance Company: A.M. Best Rating:	Unum A	One America A+
Eligibility:	All Active Full-time Employees, Working 30+ Hours	All Active Full-time Employees, Working 30+ Hours
Maximum Benefit:	Per Week \$10,000	Per Week \$10,000
AD&D Benefit:	Equal to Life Benefit	Equal to Life Benefit
Guarantee Issue Amount:	\$10,000	\$10,000
Age Reduction:	Reduced to:	Reduced to:
Age 65	65%	65%
Age 70	50%	50%
Age 75	N/A	N/A
Options:		
Accelerated Death Benefit:	Included	Included
Conversion:	Included	Included
Notes:		
RATE GUARANTEE	January 1, 2018	January 1, 2019
Covered Monthly Volume:	\$120,000	\$120,000
Monthly Rate per \$1000:	0.305	0.270
Monthly Premium:	\$36.60	\$32.40
Annual Premium:	\$439.20	\$388.80

THIS BENEFIT SUMMARY IS FOR ILLUSTRATION PURPOSES ONLY.
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Voluntary Term Life

Effective Date: April 1, 2017

CURRENT

Insurance Company:
A.M. Best Rating:
Eligibility:
Employee Benefit:
Minimum Benefit:
Maximum Benefit:
AD&D Benefit:
Guarantee Issue Amount:
Spouse Benefit:
Minimum Benefit:
Maximum Benefit:
AD&D Benefit:
Guarantee Issue Amount:
Based On Employee Age:
Child Benefit:
Birth to 14 Days:
14 Days to 6 Months
6 Months to 19 Years
AD&D Benefit:
Age Reduction:
Age 65
Age 70
Age 75
Age 85
Age 90
Options:
Accelerated Death Benefit:
Waiver of Premium:
Portability:
Notes:
Open Enrollment:
Annual Enrollment:

Unum
A
All Active Full-time Employees, working 30+ hours per week
\$10,000
5x's Annual Salary Up to \$500,000
Equal to Life Benefit
\$50,000
\$5,000
\$500,000 Not to Exceed 100% of EE Amount
Equal to Life Benefit
\$15,000
Yes
\$1,000
\$1,000
\$10,000
Not Included
Reduced to:
65%
50%
N/A
N/A
N/A
100% With 12 Month Life Expectancy
Included
Included
No
Yes

One America
A+
All Active Full-time Employees, working 30+ hours per week
\$10,000
\$300,000, Not to Exceed 5x's Annual Salary
Equal to Life Benefit
\$50,000
\$5,000
\$150,000, Not to Exceed 50% of EE Amount
Not Included
\$25,000
Yes
\$0
\$10,000
\$10,000
Not Included
Reduced to:
45%
30%
20%
15%
10%
Included
Included
Included
Yes
No

RATE GUARANTEE
Current Participation
Participation Required
Age
<25
25-29
30-34
35-39
40-44
45-49
50-54
55-59
60-64
65-69
70-74
Child Life Rate

April 1, 2017
6 EE's Enrolled
10 EE's Enrolled
AD&D Included In Rates
Employee + Spouse
\$0.130
\$0.130
\$0.130
\$0.180
\$0.260
\$0.400
\$0.580
\$0.920
\$1.530
\$2.410
\$3.920
\$1.90 Per \$10,000

January 1, 2019
25% Combined on Life & DI, Minimum of 2 on Each Line
AD&D Included In Rates (for EE Only)
Employee + Spouse
\$0.110
\$0.110
\$0.130
\$0.160
\$0.250
\$0.390
\$0.570
\$0.960
\$1.180
\$1.650
\$3.880
\$4.00 Per \$10,000

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Voluntary Short Term Disability

Effective Date: April 1, 2017

CURRENT

Insurance Company: A.M. Best Rating:	Unum A	One America A+
Eligibility:	All Active Full-time Employees, working 30+ hours per week	All Active Full-time Employees, working 30+ hours per week
Definition of Disability:	Loss of Duties and Earnings	Loss of Duties and Earnings
Benefit Percentage:	60%	60%
Maximum Benefit:	\$1,000	\$1,150
Benefit Waiting Period		
Accident:	14 Days	14 Days
Sickness:	14 Days	14 Days
Benefit Duration	11 Weeks	13 Weeks
Pre-Ex	3/12	3/12
Earnings Definition:	Base Wage	Base Wage
Options:		
W-2 Prep	Yes	Yes
FICA Match	No	No
Notes:		

RATE GUARANTEE	April 1, 2017	January 1, 2019
Current Participation	6 EE's Enrolled	6 EE's Enrolled
Participation Required	10 EE's Enrolled	25% Combined on Life & DI, Minimum of 2 on Each Line
Rate per \$10 of Weekly Benefit:		
Age		
<29	0.480	0.680
30-34	0.480	0.680
35-39	0.480	0.680
40-44	0.480	0.540
45-49	0.480	0.540
50-54	0.480	0.680
55-59	0.480	0.860
60-64	0.480	0.990
65-69	0.480	1.070
70+	0.480	1.150

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Voluntary Long Term Disability

Effective Date: April 1, 2017

CURRENT

Insurance Company: A.M. Best Rating:	Unum A	One America A+
Eligibility:	All Active Full-time Employees, working 30+ hours per week	All Active Full-time Employees, working 30+ hours per week
Definition of Disability:	Loss of Duties and Earnings	Loss of Duties and Earnings
Benefit Percentage:	60%	60%
Loss of ADL Benefit:	None	None
Maximum Benefit:	\$6,000	\$5,000
Minimum Benefit:	Greater of \$100 or 10% of Gross Disability Payment	\$100
Elimination Period	90 Days	90 Days
Trial work Days	180 Days	180 Days
Benefit Duration	To Age 65/SSNRA	5 Years/SSFRA
Pre-Ex	6/12/24	3/12
Own Occupation	24 Months	24 Months
Gainful Occupation Test	80%	80%
Earnings Definition:	Base Wages	Base Wages
Options:		
W-2 Prep	Yes	Yes
FICA Match	No	No
Provisions:		
Third Party Settlements	Offset	Offset
Return to Work Incentive	12 Months	12 Months
Partial Disability Formula	Proportionate Loss	Proportionate Loss
Social Security Integration	Primary and Family	Primary and Family
Mental, Nervous & Substance Abuse Limitations	24 Months	24 Months
Self-Reported / Specified Illness Limitations	24 Months	24 Months
Mandatory Rehab	Yes	Yes

RATE GUARANTEE

Current Participation
Participation Required
Rate per \$100 of Monthly Payroll:

Age

	April 1, 2017	January 1, 2019
<25	\$0.170	0.140
25-29	\$0.200	0.140
30-34	\$0.240	0.260
35-39	\$0.340	0.350
40-44	\$0.550	0.510
45-49	\$0.950	0.720
50-54	\$1.390	1.060
55-59	\$1.580	1.580
60-64	\$1.090	1.930
65-69	\$1.090	1.930
70+	\$1.090	1.930

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