



RESOLUTION NO. 20191126-07

LIFE AND SUPPLEMENTAL BENEFITS RENEWAL 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 #20140923-20** on September 23, 2014 with a Revision date of September 24, 2019 by **Resolution #20190924-18**; 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 January 1, 2020.

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

PASSED AND APPROVED THIS 26th day of November 2019.

A handwritten signature in blue ink, appearing to read "Boyd Sartin", is written over a horizontal line.

Boyd Sartin, Chairman of the Board

ATTEST:

A handwritten signature in blue ink, appearing to read "Ben King", is written over a horizontal line.
Ben King, Secretary

Attached: Renewal

Group Basic Life Insurance

Effective: January 1, 2020

CURRENT / RENEWAL

Insurance Company:
Eligibility:
Maximum Benefit:
AD&D Benefit:
Guarantee Issue Amount:
Age Reduction:
Age 65
Age 70
Age 75
Options:
Accelerated Death Benefit:
Conversion:
Notes:

One America
All Active Full-time Employees, Working 30+ Hours Per Week
\$10,000
Equal to Life Benefit
\$10,000
Reduced to:
65%
50%
N/A
Included
Included

RATE GUARANTEE
Covered Monthly Volume:
Monthly Rate per \$1000:
Monthly Premium:
Annual Premium:

January 1, 2022
CURRENT
\$110,000
0.270
\$29.70
\$356.40

THIS BENEFIT SUMMARY IS FOR ILLUSTRATION PURPOSES ONLY.
 This proposal is not to be construed as an exact or complete analysis of the policies nor as legal evidence of insurance. The provisions of the actual policy will prevail.
 THIS INFORMATION IS PROPRIETARY AND SHOULD NOT BE DISTRIBUTED.

Voluntary Term Life

Effective: January 1, 2020

Insurance Company:
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:

CURRENT/RENEWAL	
One America	
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
	Based on EE:
	45%
	30%
	20%
	15%
	10%
	75% To \$300,000 With 12 Months Life Expectancy
	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

January 1, 2022
8 EE's Enrolled
25% Combined on Life & DL, Minimum of 2 on Each Line
AD&D Included In Rates
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: January 1, 2020

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

	January 1, 2022
RATE GUARANTEE	
Current Participation	7 EE's Enrolled
Participation Required	25% Combined on Life & DI; Minimum of 2 on Each Line
Rate per \$10 of Weekly Benefit:	
Age	CURRENT
<25	0.680
25-29	0.680
30-34	0.680
35-39	0.680
40-44	0.540
45-49	0.540
50-54	0.680
55-59	0.860
60-64	0.990
65-69	1.070
70+	1.150

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Voluntary Long Term Disability

Effective: January 1, 2020

Insurance Company:
Eligibility:
Definition of Disability:
Benefit Percentage:
Loss of ADL Benefit:
Maximum Benefit:
Minimum Benefit:
Elimination Period
Trial work Days
Benefit Duration
Pre-Ex
Own Occupation
Gainful Occupation Test
Earnings Definition:
Options:
W-2 Prep
FICA Match
Provisions:
Third Party Settlements
Return to Work Incentive
Partial Disability Formula
Social Security Integration
Mental, Nervous & Substance Abuse Limitations
Self-Reported / Specified Illness Limitations
Mandatory Rehab

CURRENT / RENEWAL	
One America	
All Active Full-time Employees, working 30+ hours per week	
Loss of Duties and Earnings	
	60%
	None
	\$5,000
	\$100
	90 Days
	180 Days
	5 Years / SSNRA
	3/12
	24 Months
	80
	Base Wages
	Yes
	No
	Offset
	12 Months
	Proportionate Loss
	Primary and Family
	24 Months
	24 Months
	Yes

RATE GUARANTEE
Current Participation
Participation Required
Rate per \$100 of Monthly Benefit:
Age
<25
25-29
30-34
35-39
40-44
45-49
50-54
55-59
60-64
65-69
70+

January 1, 2022	
8 EE's Enrolled	
25% Combined on DL, Minimum of 2 on Each Line	
	0.140
	0.140
	0.260
	0.350
	0.510
	0.720
	1.060
	1.580
	1.930
	1.930
	1.930

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