



Human Resources and
Benefits Division

Physical Address:
477 Houston Street,
Green Cove Springs,
Florida 32043

Mailing Address:
P. O. Box 1366,
Green Cove Springs,
Florida 32043

Phone: 904-278-4719
904-529-4719
Fax: 904-278-3616

County Manager
Howard Wanamaker

Commissioners:

Mike Cella
District 1

Wayne Bolla
District 2

Jim Renninger
District 3

Betsy Condon
District 4

Kristen Burke, DC
District 5

www.claycountygov.com



To: Board of County Commissioners

From: Jennifer Rupert-Bethelmy, Human Resources Director

Date: September 2, 2021

Re: **Approval of Staff Recommendation for Insurance Renewals and Reinsurance for 2022**

Staff has been working with the County's Agent of Record, OneDigital, to secure the best rate options related to the employee benefits program and the County's reinsurance renewal.

The County has received renewals as follows:

1. Dental insurance through MetLife
 - Two-year renewal
 - No rate change for 2022
 - Rate guarantee for 2023
2. Life Insurance for Active employees and Retiree through the Standard
 - No rate change to active employee coverage.
 - Expand options available to Retiree by allowing \$ 5,000 increments up to \$ 20,000.
3. Supplemental Life Insurance for employees and dependents
 - No rate change
 - Increased coverage for Child dependent life from \$ 4,000 to \$ 5,000
4. Long Term Disability Insurance through the Standard
 - No change in rate and age banding levels
5. Stop Loss for Health Claims through Florida Blue
 - Staff recommends the selection of Option 2 with a one-year renewal, effective October 1, 2021.
 - Claims experience through August 2021 were used for the determination.



**Re: Clay County Board of County Commissioners
Renewal - January 1, 2022**

I am pleased to present MetLife's annual renewal package for **Clay County Board of County Commissioners**.

The package contains important information about the financial status of the plan. Included is a Technical Overview, containing the renewal rate adjustments, renewal analysis, underwriting assumptions, renewal alternatives and supporting exhibits.

After you have reviewed this information, I would be happy to provide more specifics on any of the material covered in this package.

All of us at MetLife appreciate your business. We have provided DENTAL to **Clay County Board of County Commissioners** for 6 years, and we place a high value on the mutual success of our relationship.

Thank you for your trust in Metropolitan Life Insurance Company. I look forward to working with you in the coming year.

Sincerely,

Alexis Cook

Some services in connection with the coverage may be performed by our affiliate, MetLife Services and Solutions, LLC. These service arrangements in no way alter Metropolitan Life Insurance Company's obligations. Coverage will continue to be administered in accordance with Metropolitan Life Insurance Company's policies and procedures.

Request to Notify Alaska Residents of Impending Coverage and/or Premium Changes

Under Alaska Statute 21.36.225, covered individuals residing in Alaska must be notified of impending coverage and/or premium changes, as applicable. If you have employees residing in Alaska who are covered under MetLife's Disability, Dental, Vision or Accidental Death and Dismemberment policies, we ask that you provide them with written notice at least 45 days in advance of the effective date of the renewal, notifying them that coverage and/or premiums may change. Once renewal details are finalized, a second notice must be provided setting forth the details of the coverage or premium change. If you would like wording for these notices, please contact your MetLife service team.

January 1, 2022
Renewal Package

for

Clay County Board of County Commissioners

provided by



MetLife Representative

Alexis Cook

Phone Number - (407) 230-5171

This renewal is for plan year, January 1, 2022 to December 31, 2022.

The information included in this renewal is proprietary to Metropolitan Life Insurance Company. It is intended for use only by Clay County Board of County Commissioners and may not be shared with any other party without the written permission of Metropolitan Life Insurance Company.

TECHNICAL OVERVIEW

RENEWAL RATE ADJUSTMENTS

Coverage	Current Rate/Fee	Renewal Rate/Fee	Change in Rate/Fee +/- %
Dental - Low Plan			
• Employee Only	\$16.58	\$16.58	0.00%
• Employee + Family	\$52.87	\$52.87	0.00%
Dental - High Plan			
• Employee Only	\$32.53	\$32.53	0.00%
• Employee + Family	\$103.73	\$103.73	0.00%
Dental Rates are guaranteed from January 1, 2022 – December 31, 2022 (12 Months) 6% Rate Cap for 2023			



September 1, 2021

Ms. Jennifer Bethelmy
Human Resources Director
Clay County BOCC
477 Houston Street
Green Cove Springs, FL 32043

RE: Clay County Board of County Commissioners #649925 – Life and Long Term Disability Renewal

Dear Jennifer,

Thank you and Clay County Board of County Commissioners for the opportunity to continue our partnership. This letter will serve The Standard's final renewal negotiated on behalf of Clay County as well as highlight the enhancements requested by the County. A formal renewal letter will follow next week. In addition, Alison Brogan in my office will work with the County to provide an amendment via DocuSign to obtain official acknowledgement of the renewal agreement.

January 1, 2022 Renewal

Below is The Standard's renewal offer for Plan years 2022 and 2023. These rates are guaranteed for two years. All Life rates are per \$1,000 of coverage with the exception of the dependent Life rate which is per unit. The LTD rates are per \$100 of earnings.

The Basic Life and AD&D for Active Employees will remain at the current rate of \$0.196/\$0.02.
The Additional Life for Actives will remain at the current composite rate of \$0.30.
The Retiree Paid Life Insurance will increase from \$1.99 to \$2.79
The Dependent Life will remain at the current rate of \$1.76
Voluntary Long Term Disability will remain at the current age banded rates.

Plan Enhancements

The Standard is offering the following Enhancements effective January, 1 2022.

1. The County will have the option to increase the County-paid Basic Life and AD&D on Active Employees from \$20,000 to \$25,000 and maintain the current rates of \$0.196/\$0.02 per \$1,000. The estimated cost impact of this change to the County is approximately \$1,462 per month.
2. Enhance the Current Dependent Life plan of \$10,000 (Spouse) and \$4,000 (Children) to \$10,000 (Spouse) and \$5,000 (Children) with no change to the unit rate.
3. The County will have the option to allow Retirees to elect \$5,000 increments of Life Insurance. Retirees listed in Class Two, whose current options are \$10,000 or \$20,000, will have the option of \$5,000, \$10,000, \$15,000, or \$20,000 in coverage. Retirees listed in Classes Three and Four, whose current option is \$10,000, will have the option of \$5,000 or \$10,000 in coverage. Changing the Retiree increments does not allow Retirees to increase coverage over current levels.



In Summation

Thank you once again for the opportunity to continue our partnership with Clay County Board of County Commissioners. If you have questions or need additional information from the Standard, kindly let us know.

Jarod L. Hayer, MBA, CEBS, CLU
Senior Employee Benefits Consultant
Standard Insurance Company.

Clay County Government
Stop Loss Renewal for October 1, 2021

		Current	Option 1	Option 2	Option 3
Type		24/12	24/12	24/12	24/12
Individual Spec		\$250,000	\$250,000	\$250,000	\$275,000
Aggre. Spec. Deduct		\$0	\$300,000	\$0	\$0
Laser Spec. (1 Member)		\$0	\$0	\$650,000	\$650,000
Rate/Month					
	611		\$26.69	\$26.46	\$24.02
	616		\$88.60	\$88.93	\$81.72
Composite	1,227	\$47.27	\$57.78	\$57.82	\$52.99
Rate	Monthly	\$58,000	\$70,896	\$70,945	\$65,019
	Annual	\$696,003	\$850,753	\$851,342	\$780,225
	Difference		\$154,749	\$155,339	\$84,222
	% Difference		22.2%	22.3%	12.1%