

Cleveland Public Library

Board Meeting
February 16, 2017

**RESOLUTION TO ENTER INTO RENEWAL AGREEMENT WITH VOYA EMPLOYEE
BENEFITS (A DIVISION OF RELIASTAR) FOR SHORT TERM DISABILITY
INSURANCE**

- WHEREAS, The Cleveland Public Library has contracted with Voya Employee Benefits to provide group life insurance coverage and short-term disability benefits to its employees; and
- WHEREAS, The Library has received a proposal from Voya to provide basic short-term disability coverage to all full-time employees who have been employed by the Cleveland Public Library for at least one year effective March 15, 2017, at the cost of approximately \$32,000.00 per year for two years, based upon the number of current eligible employees and income; and
- WHEREAS, The basic short-term disability benefit will be available to an employee once sick time is exhausted, and will provide a benefit of 50% of the employee's weekly income up to a maximum of \$1,200 per week for 11 weeks; and
- WHEREAS, Eligible employees shall also have the option to purchase more disability coverage over the basic amount; now therefore be it
- RESOLVED, That the Board of Library Trustees authorizes the Executive Director, CEO, or his designee, to execute a renewal agreement with Voya Employee Benefits, a division of ReliaStar Life Insurance Company, for two years, subject to the Chief Legal Officer's approval, for basic short-term disability coverage for full-time employees who have been employed by the Cleveland Public Library for at least one year, to be effective on or about March 15, 2017, with an estimated annual premium of approximately \$32,000.00, based upon the number of current employees and income, to be charged to the Short Term Disability Insurance Object 51625; be it further resolved

EXHIBIT 7

RESOLVED, That the Executive Director, CEO, or his designee, is further authorized to enter into renewal agreements with VOYA Employee Benefits, a division of ReliaStar Life Insurance Company, after the expiration of the 2017-2019 renewal, provided that the renewal rates do not exceed the current rate.



Disability Income Insurance Renewal Offer

Voya™ Employee Benefits

Prepared for:
Cleveland Public Library

Effective Date
03/15/2017

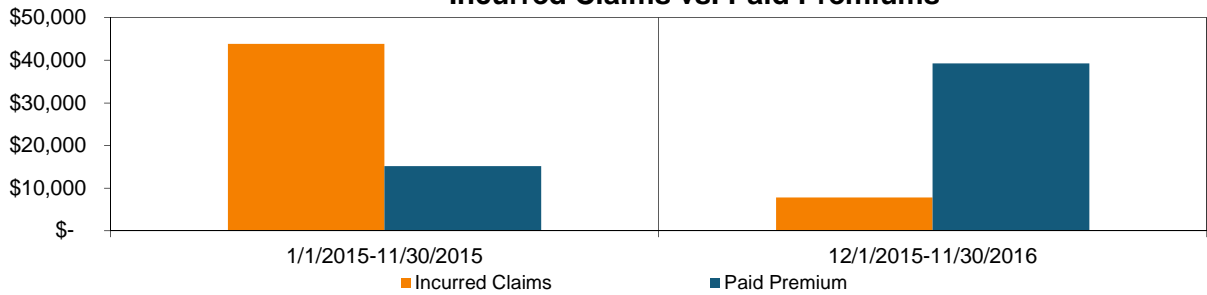
Policy Number
#66960-1

**Experience Summary for
Cleveland Public Library
#66960-1**

Short Term Disability (STD)

Policy Period	Incurred Claims	Paid Premium	Incurred Claims as a % of Paid Premium
1/1/2015-11/30/2015	\$ 43,862	\$ 15,197	289%
12/1/2015-11/30/2016	\$ 7,809	\$ 39,312	20%
Total	\$ 51,671	\$ 54,509	95%

Incurred Claims vs. Paid Premiums



Disability Income Insurance Renewal Offer
Cleveland Public Library
#66960-1

Estimated Annual Cost
Short Term Disability Insurance Coverages (STD)

Short Term Disability (STD)

Coverage	Current Rate/\$10	Renewal Rate/\$10	Volume	Renewal Annual Cost
Core	\$ 0.125	\$ 0.125	\$ 207,675.00	\$ 31,151
Buy-Up Option 1	\$ 0.165	\$ 0.165	\$ 8,267.90	\$ 1,637
Buy-Up Option 2	\$ 0.253	\$ 0.253	\$ 20,028.00	\$ 6,081
Total				\$ 38,868.80

Renewal Expiration Date: 03/14/2017
Commissions: 0.0%
Rate Guarantee: 2 Years

Benefit Plan Changes:

In order for us to process this renewal in a timely manner, please sign below and return the completed form via fax, email or mail to your Account Manager

This form only acknowledges acceptance of the renewal rates. Amendments may need to be signed by the policyholder for any changes to the current contract and will be sent after acceptance of the renewal offer.

Authorized Signature Date

Print Name Title

Cleveland Public Library
#66960-1
03/15/2017

Notes:

Short Term Disability Income Insurance is underwritten by ReliaStar Life Insurance Company. Policy form HP08GP (may vary by state). Exclusions, limitations and offsets are described in the certificate of coverage. ReliaStar Life Insurance Company provides only administrative services for self-funded plans.

Voya Employee Benefits

Offering Choice and Depth for the Benefit of our Customers

At Voya Employee Benefits, we offer a broad array of products and services to meet the varied financial needs of mid-sized to large employers and their employees. Whether you want to offer traditional group benefits, voluntary products, or retirement planning services, we strive to give employees choices and assure you ease and administrative efficiency. Our approach is to package our products with one another to create an integrated benefit program.

Insurance products and services are provided by ReliaStar Life Insurance Company unless otherwise noted. Product availability varies by state.

Life and AD&D Insurance Products & Services

Group Annual Term Life Insurance

Portable Term Life Insurance

Dependent Life Insurance

Whole Life Insurance

Universal Life Insurance

Personal Accident Insurance

Beneficiary Support Services

Funeral Planning and Concierge Services (1)

Stop Loss Insurance

Individual Stop Loss Insurance

Aggregate Stop Loss Insurance

Retirement Planning

Retirement programs (3) for the corporate, health, education, and government markets

Other Products & Services

Voya Travel Assistance (4)

Disability Income Insurance Products & Services

Core/Basic Disability Income Insurance

Supplemental Disability Income Insurance

Voluntary Long-Term Disability Income Insurance

Voluntary Disability Income Insurance

Voluntary Short-Term Disability Income

Case Management

FMLA Administration services (2)

Insurance products for association members

Employee Assistance Program (5)

International Benefits Capabilities (6)

Online services, including billing, reports and documents

Other Group and Voluntary Insurance Products

Accident Insurance

Critical Illness Insurance

Hospital Confinement Indemnity Insurance

(1) Funeral Planning and Concierge Services are provided by Everest Funeral Package, LLC, Houston, TX. Services are not available in all states.

(2) FMLA services are provided by ComPsych, Chicago, IL. Services are not available in all states.

(3) For retirement programs, insurance products and annuities are issued by Voya Retirement Insurance and Annuity Company or other affiliated companies; securities are distributed by Voya Financial Partners, LLC (member SIPC) and other authorized broker/dealers with which it has a selling agreement.

(4) Voya Travel Assistance services are provided by Europ Assistance USA, Bethesda, MD. Services are not available in all states.

(5) Employee Assistance Program (EAP) services are provided by ComPsych, Chicago, IL. Services not available in all states.

(6) Benefits for U.S. employers who have employees abroad are provided by affiliated and non-affiliated insurance companies participating in the ING Employee Benefits Global Network, a collection of insurance companies that write and service employee benefits programs throughout the world. We are not the agents of nor do we distribute the products of those other companies.

Voya Glossary

Case Rate - the target rate, calculated by comparing the rate that would have produced premiums to cover expenses and incurred claims within the review period (experience rate), and average rate for a case with the same characteristics as your employee population and insurance plan (manual rate).

Constant Premium - the premium that would have been paid if the current rate and plan design had been in force throughout the review period.

Conversion Charges - the amount required to cover the risk associated with converting group life coverage to an individual policy when an employee terminates or retires.

Credibility - the weight put on the past experience of the group in determining a case rate. Credibility is impacted by the number of lives covered, the frequency of claims, plan design and demographics.

Experience Adjustment - applied to the in force rate to arrive at the experience rate. Calculated by dividing the incurred loss ratio (incurred claims divided by constant premiums) by the tolerable loss ratio (the incurred loss ratio required to cover incurred claims and the cost of doing business).

Experience (or review) Period - the time period used in the experience evaluation, usually five years for life insurance, one or two years for short term disability, and three years for long term disability.

Experience rate - the rate that would have produced premiums adequate to cover incurred claims and pay expenses within the review period.

Incurred claims - consists of paid claims, changes in waiver reserve, portability and conversion charges, changes in incurred but not reported reserves.

Inforce rate - the current rate being charged for the cost of coverage.

plan design, supported by ING data. The manual rate does not take into account your actual claims experience.

Paid claims - the total amount paid on claims submitted during the review period.

Paid Loss Ratio - paid claims divided by the paid premium, expressed as a percentage.

Paid premium - the total amount paid as insurance premium for the review period.

Pending claims - claims received, but not yet paid.

Reserves - funds to cover claims both approved but not yet paid, incurred but not reported (IBNR), and run-out claims.

Tolerable loss ratio - the target loss ratio required to cover incurred claims and the cost of doing business. For example, a tolerable loss ratio of 70% means that 70 cents of every premium dollar can be allocated to cover incurred claims, and the remaining 30 cents covers the cost of doing business.

Waiver reserves - funds for estimated future liability for disabled employees who have been approved for life insurance waiver of premium.