

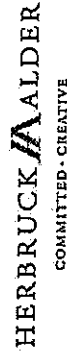
**CLEVELAND PUBLIC LIBRARY**

**Human Resources Committee Report**  
February 18, 2010

**PROPOSAL FOR GROUP LIFE, AD&D AND SHORT TERM DISABILITY**

- WHEREAS,** The Library wishes to continue to provide insurance plans to its full-time employees to retain and attract qualified individuals; and
- WHEREAS,** The Library is required by its labor contracts to provide group life, AD&D and short term disability insurance; and
- WHEREAS,** The Library retained Herbruck Alder, experts in the insurance field to help the Library obtain quality life, AD&D and short term disability health insurance at a competitive rate; and
- WHEREAS,** Proposals from twelve insurance carriers were requested and five carriers submitted competitive proposals for group life, and AD&D and short term disability; and
- WHEREAS,** The proposals were carefully evaluated by Herbruck Alder, and Human Resources; and
- WHEREAS,** The proposal by ING was judged the best to replace Sun Life Assurance with group life insurance, AD&D and short term disability for lower costs; and
- WHEREAS,** ING has proposed to maintain the quoted rates for three (3) years and also offer voluntary life insurance coverage for employees at the employees own expense; and
- WHEREAS,** The estimated savings for the Library will be about \$22,158 a year, now therefore be it
- RESOLVED,** That the Library administration be directed to negotiate an agreement to be effective March 1, 2010 with an estimated annual premium of \$54,000 with ING and the Director or designee be authorized to sign the agreement with the expenditures being charged to General Fund Account 51620 Life & Disability Insurance.

**Cleveland Public Library**  
 Basic Life/AD&D Renewal Summary  
 February 16, 2010



	Current SunLife	Renewal SunLife	Proposed ING	Proposed Mutual of Omaha	Proposed Hartford	Proposed CIGNA
<b>Life/AD&amp;D</b>						
Life Volume	Rate/\$1,000 \$0.160	Rate/\$1,000 \$0.200	Rate/\$1,000 \$0.100	Rate/\$1,000 \$0.125	Rate/\$1,000 \$0.108	Rate/\$1,000 \$0.142
AD&D Volume	Rate/\$1,000 \$0.020	Rate/\$1,000 \$0.020	Rate/\$1,000 \$0.020	Rate/\$1,000 \$0.020	Rate/\$1,000 \$0.010	Rate/\$1,000 \$0.024
Total Estimated Annual Premium	\$21,744.96	\$26,577.60	\$14,496.00	\$17,516.40	\$14,255.33	\$20,053.15
Annual Percentage Change From Current		22%	-33%	-19%	-34%	-8%
Annual Dollar Change From Current		\$4,832.64	(\$7,248.96)	(\$4,228.56)	(\$7,489.63)	(\$1,691.81)
Rate Guarantee		2 Years	3 Years	2 Years	3 Years	3 Years

	Current SunLife	Renewal SunLife	Proposed ING	Proposed Mutual of Omaha	Proposed Hartford	Proposed CIGNA
<b>Short-Term Disability (STD)</b>						
Volume	Rate/\$10 \$0.455	Rate/\$10 \$0.455	Rate/\$10 \$0.330	Rate/\$10 \$0.310	Rate/\$10 \$0.345	Rate/\$10 \$0.359
Estimated Annual Premium	\$54,272.40	\$54,272.40	\$9,362.40	\$36,976.80	\$41,151.60	\$42,821.52
Annual Percentage Change From Current			-27%	-32%	-24%	-21%
Annual Dollar Change From Current			(\$14,910.00)	(\$17,295.60)	(\$13,120.80)	(\$11,450.88)
Rate Guarantee		Rate Valid until 2/16/2011	3 Years	2 Years	2 Years	3 Years

Estimated Total Premium	\$76,017.36	\$80,850.00	\$53,858.40	\$54,493.20	\$55,406.93	\$62,874.67
Annual Percentage Change From Current		6.36%	-29.15%	-28.31%	-27.13%	-17.29%
Annual Dollar Change From Current		\$4,832.64	(\$22,158.96)	(\$21,574.16)	(\$20,610.43)	(\$13,142.69)