

# 2025 Life & Disability Changes

- MetLife's quoted plan designs are shown here and provide significant enhancements over current and better align with benchmarks
- There were no changes quoted for the Basic Life/AD&D plans; Basic Life plans will include access to telephonic/virtual EAP sessions similar to current program with The Standard

| Short Term Disability    |                     |                     |                          | Long Term Disability |                     |                          |
|--------------------------|---------------------|---------------------|--------------------------|----------------------|---------------------|--------------------------|
|                          | POLITICO<br>Current | MetLife<br>1/1/2025 | Alliant BOB<br>Benchmark | POLITICO<br>Current  | MetLife<br>1/1/2025 | Alliant BOB<br>Benchmark |
| <b>Administration</b>    |                     |                     |                          |                      |                     |                          |
| Subsidized               | Non-Contributory    | Non-Contributory    | Varies                   | Non-Contributory     | Non-Contributory    | Varies                   |
| Funding                  | Fully Insured       | Fully Insured       | Varies                   | Fully Insured        | Fully Insured       | Fully Insured            |
| <b>Benefit Features</b>  |                     |                     |                          |                      |                     |                          |
| Elimination Period       |                     |                     |                          |                      |                     |                          |
| Accident                 | 8 Days              | <b>7 Days</b>       | 7 Days                   | 180 Days             | <b>90 Days</b>      | 90 Days                  |
| Illness                  | 28 Days             | <b>14 Days</b>      | 7 Days                   |                      |                     |                          |
| Benefit Percentage       | 60%                 | 60%                 | 60%                      | 60%<br>67% Buy-Up    | 60%<br>67% Buy-Up   | 60%                      |
| Maximum Benefit          | \$1,000             | <b>\$2,500</b>      | \$1,500                  | \$7,500              | <b>\$10,000</b>     | \$10,000                 |
| # hitting Maximum        | 526                 | <b>59</b>           | Varies                   | 177                  | <b>70</b>           | Varies                   |
| Benefit Period (incl EP) | 27 / 30 Weeks       | <b>12 Weeks</b>     | 13 Weeks                 | 2 years              | 2 years             | SSNRA                    |

**Bold** indicates change from current

# 2025 MetLife - Financial Summary

MetLife's proposal includes benefits enhancements on the STD and LTD coverages.

If choosing to add Leave administration and ADA services, cost will increase for MetLife by ~\$26k annually.

|                                   |         |                       | The Standard | MetLife   |
|-----------------------------------|---------|-----------------------|--------------|-----------|
|                                   |         |                       | Current      |           |
| Basic Life/AD&D/EAP               |         |                       |              |           |
| Rate per \$1,000                  | Volume: | \$131,197,400         | \$0.080      | \$0.077   |
|                                   |         | Annual Premium        | \$125,900    | \$121,200 |
|                                   |         | \$ Savings / Increase | -            | (\$4,700) |
|                                   |         | % Savings / Increase  | -            | -4%       |
| Short-Term Disability             |         |                       |              |           |
| Rate per \$10 in Covered Benefit  | Volume: | \$589,897             | \$0.165      | \$0.185   |
|                                   |         | Annual Premium        | \$116,800    | \$131,000 |
|                                   |         | \$ Savings / Increase | -            | \$14,200  |
|                                   |         | % Savings / Increase  | -            | 12%       |
| Long-Term Disability - Base       |         |                       |              |           |
| Rate per \$100 in Covered Payroll | Volume: | \$3,389,085           | \$0.210      | \$0.260   |
|                                   |         | Annual Premium        | \$85,400     | \$105,700 |
|                                   |         | \$ Savings / Increase | -            | \$20,300  |
|                                   |         | % Savings / Increase  | -            | 24%       |
| Long-Term Disability - Buy-Up     |         |                       |              |           |
| Rate per \$100 in Covered Payroll | Volume: | \$785,270             | \$0.380      | \$0.310   |
|                                   |         | Annual Premium        | \$35,800     | \$29,200  |
|                                   |         | \$ Savings / Increase | -            | (\$6,600) |
|                                   |         | % Savings / Increase  | -            | -18%      |
| Total Premium - Current Coverages |         |                       |              |           |
|                                   |         | Total Annual Premium  | \$363,900    | \$387,100 |
|                                   |         | \$ Savings / Increase | -            | \$23,200  |
|                                   |         | % Savings / Increase  | -            | 6%        |
|                                   |         | Rate Guarantee        | 2 years      | 3 years   |

Volume will differ from 2023 analysis based on headcount/salary changes from 2023/2024  
MetLife quoted the same rates as current for the Voluntary Life program and is excluded from the table above since it is entirely EE-paid

# 2025 MetLife Employer Financial Summary

The Standard included a rate reduction on Basic Life for the 2024 plan year, the proposed 2025 MetLife rate furthers that total premium reduction.

MetLife total employer paid premium includes leave administration costs.

|                                  |                       | The Standard | MetLife   |
|----------------------------------|-----------------------|--------------|-----------|
|                                  |                       | Current      |           |
| Basic Life/AD&D/EAP              |                       |              |           |
| Rate per \$1,000                 | Volume: \$131,197,400 | \$0.080      | \$0.077   |
| Annual Premium                   |                       | \$125,900    | \$121,200 |
| \$ Savings / Increase            |                       | -            | (\$4,700) |
| % Savings / Increase             |                       | -            | -4%       |
| FMLA, Absence & ADA              |                       |              |           |
| PEPM Rate (Total for All Leaves) |                       | -            | \$2.93    |
| Annual Premium                   |                       | -            | \$26,100  |
| Total Premium including Leave    |                       |              |           |
| Total Annual Premium             |                       | \$125,900    | \$147,300 |
| Rate Guarantee                   |                       | 2 years      | 3 years   |

Volume will differ from 2023 analysis based on headcount/salary changes from 2023/2024

# 2025 MetLife Employee Financial Summary

The MetLife quoted premium for STD and LTD includes benefit plan enhancements; lowering the elimination period and raising the maximum benefit on both coverages.

|                                   |                       | The Standard | MetLife   |
|-----------------------------------|-----------------------|--------------|-----------|
|                                   |                       | Current      |           |
| Short-Term Disability             |                       |              |           |
| Rate per \$10 in Covered Benefit  | Volume: \$589,897     | \$0.165      | \$0.185   |
|                                   | Annual Premium        | \$116,800    | \$131,000 |
|                                   | \$ Savings / Increase | -            | \$14,200  |
|                                   | % Savings / Increase  | -            | 12%       |
| Long-Term Disability - Base       |                       |              |           |
| Rate per \$10 in Covered Benefit  | Volume: \$3,389,085   | \$0.210      | \$0.260   |
|                                   | Annual Premium        | \$85,400     | \$105,700 |
|                                   | \$ Savings / Increase | -            | \$20,300  |
|                                   | % Savings / Increase  | -            | 24%       |
| Long-Term Disability - Buy-Up     |                       |              |           |
| Rate per \$100 in Covered Payroll | Volume: \$785,270     | \$0.380      | \$0.310   |
|                                   | Annual Premium        | \$35,800     | \$29,200  |
|                                   | \$ Savings / Increase | -            | -\$6,600  |
|                                   | % Savings / Increase  | -            | -18%      |
| Total Premium                     |                       |              |           |
|                                   | Total Annual Premium  | \$238,000    | \$265,900 |
|                                   | Rate Guarantee        | 2 years      | 3 years   |

Volume will differ from 2023 analysis based on headcount/salary changes from 2023/2024

# 2025 MetLife Voluntary Life Rates

MetLife will match  
current Standard  
voluntary life rates

|                                |          | The Standard | MetLife |
|--------------------------------|----------|--------------|---------|
| Age                            |          | Current      |         |
| Employee/Spouse Voluntary Life |          |              |         |
|                                | Under 29 | \$0.08       | \$0.08  |
|                                | 30-34    | \$0.09       | \$0.09  |
|                                | 35-39    | \$0.11       | \$0.11  |
|                                | 40-44    | \$0.18       | \$0.18  |
|                                | 45-49    | \$0.29       | \$0.29  |
|                                | 50-54    | \$0.54       | \$0.54  |
|                                | 55-59    | \$0.86       | \$0.86  |
|                                | 60-64    | \$1.01       | \$1.01  |
|                                | 65-69    | \$1.82       | \$1.82  |
|                                | 70-74    | \$3.55       | \$3.55  |
|                                | 75+      | \$3.57       | \$3.57  |
| Child Voluntary Life           |          | \$0.20       | \$0.20  |