

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 Current	MetLife 1/1/2025	Alliant BOB Benchmark	POLITICO Current	MetLife 1/1/2025	Alliant BOB Benchmark
Administration						
Subsidized	Non-Contributory	Non-Contributory	Varies	Non-Contributory	Non-Contributory	Varies
Funding	Fully Insured	Fully Insured	Varies	Fully Insured	Fully Insured	Fully Insured
Benefit Features						
Elimination Period				180 Days	90 Days	90 Days
Accident	8 Days	7 Days	7 Days			
Illness	28 Days	14 Days	7 Days			
Benefit Percentage	60%	60%	60%	60% 67% Buy-Up	60% 67% Buy-Up	60%
Maximum Benefit	\$1,000	\$2,500	\$1,500	\$7,500	\$10,000	\$10,000
# hitting Maximum	526	59	Varies	177	70	Varies
Benefit Period (incl EP)	27 / 30 Weeks	12 Weeks	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
	Annual Premium	\$125,900
	\$ Savings / Increase	-
	% Savings / Increase	-4%
Short-Term Disability		
Rate per \$10 in Covered Benefit	Volume: \$589,897	\$0.165
	Annual Premium	\$116,800
	\$ Savings / Increase	-
	% Savings / Increase	12%
Long-Term Disability - Base		
Rate per \$100 in Covered Payroll	Volume: \$3,389,085	\$0.210
	Annual Premium	\$85,400
	\$ Savings / Increase	-
	% Savings / Increase	24%
Long-Term Disability - Buy-Up		
Rate per \$100 in Covered Payroll	Volume: \$785,270	\$0.380
	Annual Premium	\$35,800
	\$ Savings / Increase	-
	% Savings/ Increase	-18%
Total Premium - Current Coverages		
	Total Annual Premium	\$363,900
	\$ Savings / Increase	-
	% 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	\$0.080	\$0.077
Volume:	\$131,197,400	
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



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 Current	MetLife
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



2025 MetLife Voluntary Life Rates

MetLife will match
current Standard
voluntary life rates

Age	The Standard	MetLife
	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