



Risk & Insurance | Employee Benefits | Retirement & Private Wealth

RFP 25-71

Employee Life Insurance, AD&D and LTD BAFO Summary

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Agenda

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- 2** RFP Response Listing
- 3** Summary of Proposals
- 4** Recommendation

Executive Summary



Executive Summary

Brazoria County has retained HUB International to provide consulting for its health and welfare benefits plans. The purpose of this presentation is to provide the results of the Employee Life Insurance, AD&D, Retiree Life and LTD RFP for 10/1/2025.

Employee Life Insurance, AD&D and LTD RFP

In conjunction with Purchasing and Human Resources, HUB conducted an RFP for Employee Life Insurance, AD&D, Retiree Life and LTD plans. The RFP was publicly advertised and distributed to all available markets.

Brazoria County's current Employee Life Insurance, AD&D and Retiree Life is currently provided by MetLife while the LTD insurance is through Lincoln Financial.

The RFP was publicly advertised and released to all markets for response. Proposals were received from 5 carriers and 7 carriers declined to submit an offer.

RFP Response Listing



RFP Response Listing

Carrier	Life ADD	LTD	Decline	Notes
Aflac			X	
Guardian			X	
Hartford	X	X		
Lincoln (incumbent LTD)				failed to respond
MetLife (incumbent Life, ADD) (FINALIST)	X	X		
Mutual of Omaha			X	
New York Life	X	X		
Ochs	X	X		
Prudential			X	
The Standard (FINALIST)	X	X		
Symetra			X	
Unum			X	
Voya			X	

Best and Final Responses



Group Life AD&D (Active Employees) Benefits

BASIC LIFE BENEFITS		
	MetLife	The Standard
	Current / Proposed	Proposed
Class Description	Active FTE Working at least 40 hours per week	Active FTE Working at least 40 hours per week
Definition of Earnings	NA	NA
Basic Life Schedule	Flat \$200,000	Flat \$200,000
Maximum Benefit	\$200,000	\$200,000
Guarantee Issue Amount	\$200,000	\$200,000
Employee Paid Spouse Life	Increments of \$5,000 to \$150,000	Increments of \$5,000 to \$150,000
Spouse Guaranteed Issue	\$25,000	\$25,000
Age Reduction Schedule	65 but less than 70 - 35% 70 but less than 75 - 55% 75 but less than 80 - 70% 80 or older - 80%	65 but less than 70 - 35% 70 but less than 75 - 55% 75 but less than 80 - 70% 80 or older - 80%
Terminates at Retirement	Yes	Yes
Waiver of Premium	Disabled prior to 60, Coverage continues to 65	Disabled prior to 60, Coverage continues to 65
Waiver of Premium Trigger	Employer	Employer
Accelerated Death Benefit	Up to 80% of Basic Life	Up to 80% of Basic Life
Conversion	Included	Included
Portability	Included	Included
BASIC AD&D BENEFITS		
	MetLife	The Standard
Class Description	Matches Life	Matches Life
Definition of Earnings	Matches Life	Matches Life
Basic Life Schedule	Matches Life	Matches Life
Maximum Benefit	Matches Life	Matches Life
Age Reduction Schedule	Matches Life	Matches Life
Seatbelt	Included	Included
Air Bag	Included	Included
Common Carrier Benefit	Included	Included
Education	NA	Included
Child Care (per child)	NA	Included
Transportation/Repatriation	NA	Included
Business Travel	NA	NA
Bereavement Counseling	Included	Included

Group Life AD&D (Active Employees) Premiums

	MetLife	MetLife	The Standard
FINANCIALS	Current	Proposed	Proposed
Volume	\$295,960,000	\$295,960,000	\$295,960,000
EE Rate (per \$1,000) - Life	\$0.198	\$0.198	\$0.198
EE Rate (per \$1,000) - AD&D	\$0.024	\$0.024	\$0.024
Total Monthly Premium	\$65,703	\$65,703	\$65,703
Total Annual Premium	\$788,437	\$788,437	\$788,437
\$ change		\$0	\$0
% change		0%	0%
	MetLife	MetLife	The Standard
Number of Employees	1510	1510	1510
Employer Contribution	100%	100%	100%
Participation Requirement	100%	100%	100%
Actively at Work	Required	Required	Required
Actively at Work Takeover Provision	Included	Included	Continuity of Coverage
Effective Date	10/1/2024	10/1/2025	10/1/2025
Rate Guarantee	3 years	2 years	3 years (+2 1-year renewal options)
Are you providing a first year Implmentation Credit for the County? If so, what amount is proposed?		No.	Yes. \$39,000 for Life and LTD package
Are you providing an annual communications/technology allowance for the County? If so, what amount is proposed?		Yes. 3% (of annual premium) Technology Credit is one- time to help offset costs of moving business to MetLife. Paid one time after 3 months of averaging premium.	Yes. 3% (of annual premium) Benefit Administration Technology Offset
AM Best Rating		A+ Superior	A, "Excellent"

Retiree Life Insurance Benefits and Premiums

BASIC LIFE BENEFITS (LIFE ONLY)	MetLife	MetLife	The Standard
	Current Retirees	Proposed	Proposed
Class Description	Retired Employee	Retired Employee	Retired Employee
Definition of Earnings	NA	NA	NA
Basic Life Schedule	Flat \$50,000	Flat \$50,000	Flat \$50,000
Maximum Benefit	\$50,000	\$50,000	\$50,000
Guarantee Issue Amount	\$50,000	\$50,000	\$50,000
Age Reduction Schedule	N/A	N/A	N/A
Terminates at Retirement	No	No	No
Waiver of Premium	NA	NA	NA
Waiver of Premium Trigger	NA	NA	NA
Accelerated Death Benefit	Up to 80% of Basic Life	Up to 80% of Basic Life	NA
Conversion	Included	Included	Included
Portability	Not Included	Not Included	Not Included
FINANCIALS	MetLife	MetLife	The Standard
Volume	\$1,500,000	\$1,500,000	\$1,500,000
EE Rate (per \$1,000) - Life	\$2.151	\$2.151	\$2.150
EE Rate (per \$1,000) - AD&D	NA	NA	NA
Total Monthly Premium	\$3,227	\$3,227	\$3,225
Total Annual Premium	\$38,718	\$38,718	\$38,700
\$ change		\$0	-\$18.00
% change		0%	0%
Plan Provisions	MetLife	MetLife	The Standard
Number of Employees	30	30	30
Employer Contribution	100%	100%	100%
Participation Requirement	100%	100%	100%
Effective Date	10/1/2024	10/1/2025	10/1/2025
Rate Guarantee	3 years	2 years	3 years (+2 1-year renewal options)

Group LTD – Current \$5,000 Monthly Benefit

LTD BENEFITS	Lincoln Financial	The Standard	MetLife
	Current	PROPOSED	PROPOSED
Class Description	ALL FTE (Min. 17.5 hours per week)	ALL FTE (Min. 17.5 hours per week)	ALL FTE (Min. 17.5 hours per week)
Definition of Earnings	Base Annual Earnings	Base Annual Earnings	Base Annual Earnings
Monthly Percentage	60% of monthly salary up to \$5,000	60% of monthly salary up to \$5,000	60% of monthly salary up to \$5,000
Elimination Period	180 days	180 days	180 days
Maximum Benefit Duration	To Age 65	To Age 65	To Age 65
Definition of Own Occ/Any Occ	24 months	24 months	24 months
Social Security Integration	Included	Included	Included
Survivor Benefit	Included	Included	Included
Pre-existing Limitations	3/12	3/12	3/12
Mental/Nervous Limits	24 months	24 months	24 months
Drug & Alcohol Limits	24 months	24 months	24 months
Self-reported Limitations	24 months	24 months	No Limitations
Mandatory Rehab	Not Included	Included	Included
Family Care Benefit	Included	Included	Included
Return to Work	Included	Included	Included
EAP Program	Included	Included	Included
FINANCIALS	Lincoln Financial	The Standard	MetLife
Covered Payroll	\$7,829,535	\$7,829,535	\$7,829,535
Rate (per \$100)	\$0.650	\$0.390	\$0.473
Total Monthly Premium	\$50,892	\$30,535	\$37,034
Total Annual Premium	\$610,704	\$366,422	\$444,404
\$ change		-\$244,281	-\$166,299
% change		-40%	-27%
Effective Date	10/1/2024	10/1/2025	10/1/2025
Rate Guarantee	NA	3 years, (+2 1-year options)	3 years

Group LTD – Alternate \$10,000 Monthly Benefit

LTD BENEFITS	Lincoln Financial	The Standard	MetLife
	Current	Proposed	Proposed
Class Description	ALL FTE (Min. 17.5 hours per week)	ALL FTE (Min. 17.5 hours per week)	ALL FTE (Min. 17.5 hours per week)
Definition of Earnings	Base Annual Earnings	Base Annual Earnings	Base Annual Earnings
Monthly Percentage	60% of monthly salary up to \$10,000	60% of monthly salary up to \$10,000	60% of monthly salary up to \$10,000
Monthly Maximum	\$5,000	\$10,000	\$10,000
Guarantee Issue	\$5,000	\$10,000	\$10,000
Minimum Benefit	\$100	\$100	\$100
Elimination Period	180 days	180 days	180 days
Maximum Benefit Duration	To Age 65	To Age 65	To Age 65
Definition of Own Occ/Any Occ	24 months	24 months	24 months
Social Security Integration	Included	Included	Included
Survivor Benefit	Included	Included	Included
Pre-existing Limitations	3/12	3/12	3/12
Mental/Nervous Limits	24 months	24 months	24 months
Drug & Alcohol Limits	24 months	24 months	24 months
Self-reported Limitations	24 months	24 months	No Limitations
Mandatory Rehab	Not Included	Included	Included
Family Care Benefit	Included	Included	Included
Return to Work	Included	Included	Included
EAP Program	Included	Included	Included
FINANCIALS	Lincoln Financial	The Standard	MetLife
Covered Payroll	\$7,829,535	\$8,122,605	\$8,122,605
Rate (per \$100)	\$0.650	\$0.360	\$0.434
Total Monthly Premium	\$50,892	\$29,241	\$35,252
Total Annual Premium	\$610,704	\$350,897	\$423,025
\$ change		-\$259,807	-\$187,678
% change		-43%	-31%
Effective Date	10/1/2024	10/1/2025	10/1/2025
Rate Guarantee	NA	3 years, (+2 1-year options)	3 years

Proposals include Technology credit of 3% of annual premium

Combined Total Cost Summary

Carrier	Life AD&D (Actives)	Life AD&D (Retirees)	LTD (\$5k)	Total	\$ Change	% Change
Current - MetLife (Life) / Lincoln (LTD \$5k)	\$788,437	\$38,718	\$610,704	\$1,437,859		
MetLife	\$788,437	\$38,718	\$444,404	\$1,271,560	(\$166,299)	-11.6%
The Standard	\$788,437	\$38,700	\$366,422	\$1,193,560	(\$244,299)	-17.0%

Carrier	Life AD&D (Actives)	Life AD&D (Retirees)	LTD (\$10k)	Total	\$ Change	% Change
Current - MetLife (Life) / Lincoln (LTD \$5k)	\$788,437	\$38,718	\$610,704	\$1,437,859		
MetLife	\$788,437	\$38,718	\$423,025	\$1,250,181	(\$187,678)	-13.1%
The Standard	\$788,437	\$38,700	\$350,897	\$1,178,034	(\$259,825)	-18.1%

Recommendation



Employee Life, ADD and LTD RFP Recommendation

HUB's recommendation is to award the Employee Life AD&D, Retiree Life and Employee Long Term Disability with a \$10,000 monthly benefit maximum to The Standard for a 10/1/2025 effective date.

Thank you

