

Section A: Group Basic Life Insurance – Classes 1 & 2
RESPONSE FORM A-1
All Active Employees and Retirees Benefits and Rate Page

GROUP BASIC LIFE AND AD&D	CURRENT BENEFIT	PROPOSED BENEFIT
Class 1: All Eligible Active Employees Scheduled to Work at least 37.5 Hours Per Week (excluding employees in Groups 2, 3 and 4) and Mayor and Council Members	\$2,500	
Class 2: All Eligible Retirees	\$1,000	
Reduction Schedule	None	
Disability Waiver	Included	
Conversion	Included	
Life Rate per \$1000	\$0.304 (Class 1) / \$3.430 (Class 2)	
Rate Guarantee	n/a	

Section A: Group Basic Life Insurance – Class 3
RESPONSE FORM A-2
Non-SAMP Employees Benefits and Rate Page

Non-SAMP EMPLOYEES	CURRENT BENEFIT	PROPOSED BENEFIT
Class 3: All Eligible Active Classified Non-SAMP Employees Scheduled to Work at least 37.5 Hours Per Week	1.5x annual earnings rounded to the next higher multiple of \$1,000 up to \$50,000	
Reduction Schedule	None	
Accelerated Benefit	75% or \$500,000 Basic Life Insurance, whichever is less	
Disability Waiver	Included	
Conversion	Included	
Life Rate per \$1000	\$0.304	
Rate Guarantee	n/a	

Section A: Group Basic Life Insurance – Class 4

RESPONSE FORM A-3

SAMP Employees Benefits and Rate Page

SAMP EMPLOYEES	CURRENT BENEFIT	PROPOSED BENEFIT
Class 4: All Eligible Active employees designated as SAMP Employees working at least 37.5 hours per week	1x annual earnings rounded to the next higher multiple of \$1,000 + \$2,500 up to \$202,500	
Reduction Schedule	None	
Accelerated Benefit	75% or \$500,000 Basic Life Insurance, whichever is less	
Disability Waiver	Included	
Conversion	Included	
Life Rate per \$1000	\$0.304	
Rate Guarantee	n/a	

Section A: Supplemental Life Insurance – Class 4

RESPONSE FORM A-4

SAMP Employees Benefits and Rate Page

SAMP EMPLOYEES	CURRENT BENEFIT	PROPOSED BENEFIT
Class 4: SAMP Employees Supplemental Life	Lesser of 5X Basic Annual Earnings, rounded to the nearest \$50,000, not to exceed \$500,000	
Reduction Schedule	None	
Accelerated Benefit	75% or \$500,000 Basic Life Insurance, whichever is less	
Guaranteed Issue Amount	\$150,000	
Disability Waiver	Included	
Conversion	Included	
Supplemental Life Insurance Rates (Age Banded)		
Age	Current Rate	Proposed Rate
Age 30 and under	\$0.059	
Age 30-34	\$0.059	
Age 35-39	\$0.094	
Age 40-44	\$0.152	
Age 45-49	\$0.270	
Age 50-54	\$0.446	
Age 55-59	\$0.692	
Age 60-64	\$1.073	
Age 65-69	\$1.920	
Age 70 and above	\$3.450	

Section A: Group Long Term Disability Insurance – Class 1

RESPONSE FORM A-5

All Active Employees Benefits and Rate Page

ACTIVE EMPLOYEES	CURRENT BENEFIT	PROPOSED BENEFIT
Class 1: All Eligible Active Employees Scheduled to Work at least 37.5 Hours Per Week and Mayor and Council Members who are not eligible for the employer's pension plan	60% of basic monthly earnings	
Maximum Monthly Benefits	\$5,000	
Elimination Period	90 days	
Any Occupation Period	24 Months	
Pre-Existing Limitation	3/12	
LTD Rate per \$100	\$0.405	
Rate Guarantee	n/a	