

# PEBA – Standard Insurance

## *Life, Disability, Dental & Vision Options*

Creating a flexible offering to meet each employers  
needs.

# Agenda

- Review current product offering
  - Life & Additional Life
  - Short Term Disability (STD)
  - Long Term Disability (LTD)
  - Your Choice Disability
  - Dental
  - Vision
  - Process for quoting
  - Life Services Toolkit

# Standard Offering – Disability & Life Insurance

## Life, Additional Life & STD/LTD

- Can currently quote on any group Life, Additional Life, STD/LTD plan
- Broker/Consultant commissions can be included
- Flexible funding options for STD/LTD, ER paid option, EE voluntary option, as well as base/Buy-up
- Offer composite, age banded or custom tiered rates
- Plan structure can be customized to match current or create other options

# Standard Offering – Life Insurance

- Plan design options:
  - Multiple of salary
  - Flat Benefit
  - Minimum Benefit in combination with above
- Options
  - Line of Duty Benefit
  - Enhanced AD&D
- Provisions
  - Accelerated Benefit
  - Consolidated Waiver with LTD

# Standard Offering – Voluntary Additional Life Insurance

- Plan design options:
  - \$10,000 increments
  - Salary Multiples
  - Maximums
- Spouse
  - \$5,000, \$10,000 increments
  - Flat amount
- Dependents
  - \$2,000, \$5,000, \$10,000 increments
- Guarantee Issue
  - Electronic Submission

# Standard Offering – Disability Insurance

- Plan design options:
  - % Benefit (40%, 50%, 60%)
  - Salary or Flat Max
  - STD Elimination Periods (0/7, 7/7, 14/14, 30/30)
  - LTD Elimination Periods (90, 180)
- Options
  - Annuity Contribution Benefit
  - Assisted Living Benefit
- Provisions
  - Reasonable Accommodation Benefit (\$25,000)
  - Return to Work Benefit

# Your Choice Disability

- Combines STD & LTD into one very flexible product
- Employees can select different waiting periods and benefit amounts
- Increases participation
- Opens up new markets
- Offers lower cost options so people that would previously not purchase now have the option to elect coverage
- Includes provisions to provide for Family & Post retirement coverage
- Plan provisions
  - Lifetime Security Benefit
  - Family Care Expense Adjustment
  - Reasonable Accommodation Expense Benefit
  - Rehabilitation Plan Provision
  - Return to Work Incentive

# Your Choice Disability

- **Multiple Benefit Waiting Periods**

- 0/7\*
- 14/14\*
- 30/30\*
- 60/60
- 90/90
- 180/180

Each employee chooses the benefit waiting period that best meets their specific needs.

\*30 day or less can have First Day Hospital option to begin immediate payment.

- **Employee Selects Benefit Level**

- Benefit amounts in \$100 increments
- Minimum of \$200
- Up to \$8,000 or 60%

**Employer Select Plan Duration**

SSNRA for both Accident/Illness

SSNRA for Accident/5 year Illness

SSNRA for Accident/2 year Illness



# Standard Offering – Fully Insured Dental

- Current Offering -
  - Will quote custom plan designs ranging from fully ER paid to fully EE paid
  - Very flexible in plan design structure to include variation in:
    - ❖ Coinsurance percentages
    - ❖ Deductible amounts
    - ❖ Annual Maximum
    - ❖ Max Builder rollover feature
    - ❖ Out of network allowance
    - ❖ Orthodontia coverage
    - ❖ Procedure placement
    - ❖ Procedure frequencies and age limitations
    - ❖ Participation requirements
  - Each policy will be assigned their own policy number
  - Rates are guaranteed for 12 months

# Dental plan sample

		Dental Plan
<b>Coinsurance (Plan Pays)</b>		100%
	<b>Type 1</b>	80%
	<b>Type 2</b>	50%
	<b>Type 3</b>	
<b>Deductible</b>		\$50/Calendar Year Waived Type 1 \$150/family
<b>Maximum (per person)</b>		\$1,000/Calendar Year
<b>PPO</b>		Passive PPO
<b>Allowance</b>	<b>Type 1</b>	90th U&C
	<b>Type 2</b>	90th U&C
	<b>Type 3</b>	90th U&C
<b>Waiting Period</b>		None

<b>Allowance All Plan Designs:</b> In Network, discounted fee. Out of Network, U&C.	
<b>Coinsurance</b>	50%
<b>Coverage for Adults</b>	Yes
<b>Lifetime Maximum (per person)</b>	\$1,000
<b>Waiting Period</b>	None

# Dental procedure placement/frequency sample

	Dental Plan
<b>Plan Design Summary</b>	100/80/50 \$50/Calendar Year Waived Type 1 \$150/family \$1,000
<b>Type 1 Procedure (Frequency)</b>	<ul style="list-style-type: none"> <li>  Routine Exam (2 in 12 months)</li> <li>  Bitewing X-rays (1 in 12 months)</li> <li>  Full Mouth/Panoramic X-rays (1 in 3 years)</li> <li>  Periapical X-rays</li> <li>  Cleaning (2 in 12 months)</li> <li>  Fluoride for Children 16 and under (1 in 12 months)</li> <li>  Sealants (age 16 and under)</li> </ul>
<b>Type 2 Procedure (Frequency)</b>	<ul style="list-style-type: none"> <li>  Space Maintainers</li> <li>  Restorative Amalgams</li> <li>  Restorative Composites</li> <li>  Endodontics (nonsurgical)</li> <li>  Endodontics (surgical)</li> <li>  Periodontics (nonsurgical)</li> <li>  Periodontics (surgical)</li> <li>  Simple Extractions</li> <li>  Complex Extractions</li> <li>  Anesthesia</li> </ul>
<b>Type 3 Procedure (Frequency)</b>	<ul style="list-style-type: none"> <li>  Onlays</li> <li>  Crowns (1 in 5 years per tooth)</li> <li>  Crown Repair</li> <li>  Denture Repair</li> <li>  Prosthodontics (fixed bridge; removable complete/partial dentures) (1 in 5 years)</li> </ul>

# Dental quoting process

- Information needed in order to quote:
  - ❖ Name and address of group
  - ❖ Census with zip codes and current enrollment
  - ❖ Experience (>200 enrolled lives) with 3 years of data to include: Premium, paid claims, and enrollment by month
  - ❖ Plan summary or certificate
  - ❖ Current/Renewal rates (if available)
  - ❖ Current commissions (if any)

# Standard Offering – Fully Insured Vision

- Current Offering –
  - Offer shelf rates with 3 plan designs (VSP, EyeMed, and a true indemnity plan) as outlined in our Balance Care Vision Choice brochure
  - Minimum of 10 enrolled employees
  - Brochure products have set fully ER paid rates and fully EE paid rates
  - Rates are guaranteed for 24 months
  - Each policy will be assigned their own policy number

# Vision Choice Balanced Care Vision I (VSP)

	VSP Choice Network	Out of Network
<b>Deductibles</b>		
	\$10 Exam	\$10 Exam
	\$25 Eye Glass Lenses or Frames*	\$25 Eye Glass Lenses or Frames*
<b>Annual Eye Exam</b>	Covered in full	Up to \$45
<b>Lenses (per pair)</b>		
<b>Single Vision</b>	Covered in full	Up to \$30
<b>Bifocal</b>	Covered in full	Up to \$50
<b>Trifocal</b>	Covered in full	Up to \$65
<b>Lenticular</b>	Covered in full	Up to \$100
<b>Progressive</b>	See lens options	NA
<b>Contacts</b>		
<b>Fit &amp; Follow Up Exams</b>	15% discount See Additional Balanced Care Vision I Features.	No benefit
<b>Elective</b>	Up to \$130	Up to \$105
<b>Medically Necessary</b>	Covered in full	Up to \$210
<b>Frames</b>	\$130	Up to \$70
<b>Frequencies (months)</b>		
<b>Exam/Lens/Frame</b>	12/12/24 Based on date of service	12/12/24 Based on date of service

## Monthly Rates (Non-contributory)

<b>Employee Only (EE)</b>	\$6.96
<b>EE + Spouse</b>	\$14.96
<b>EE + Children</b>	\$12.12
<b>EE + Spouse &amp; Children</b>	\$20.12

## Monthly Rates (Contributory)

<b>Employee Only (EE)</b>	\$8.48
<b>EE + Spouse</b>	\$18.28
<b>EE + Children</b>	\$14.76
<b>EE + Spouse &amp; Children</b>	\$24.56

# Vision Choice Balanced Care Vision II (EyeMed)

	EyeMed Access Network	Out of Network
<b>Deductibles</b>		
	\$10 Exam	No deductible
	\$25 Eye Glass Lenses	
<b>Annual Eye Exam</b>	Covered in full	Up to \$35
<b>Lenses (per pair)</b>		
<b>Single Vision</b>	Covered in full	Up to \$25
<b>Bifocal</b>	Covered in full	Up to \$40
<b>Trifocal</b>	Covered in full	Up to \$55
<b>Lenticular</b>	20% discount	No benefit
<b>Progressive</b>	See lens options	NA
<b>Contacts</b>		
<b>Fit &amp; Follow Up Exams</b>		
<b>Standard</b>	Standard: Participant cost up to \$55	No benefit
<b>Premium (Allowance)</b>	Premium: 10% off of retail	No benefit
<b>Elective</b>	Up to \$115	Up to \$100
<b>Medically Necessary</b>	Covered in full	Up to \$200
<b>Frames</b>	\$110	Up to \$45
<b>Frequencies (months)</b>		
<b>Exam/Lens/Frame</b>	12/12/24	12/12/24
	Based on date of service	Based on date of service

## Monthly Rates (Non-contributory)

<b>Employee Only (EE)</b>	\$5.96
<b>EE + Spouse</b>	\$12.84
<b>EE + Children</b>	\$10.36
<b>EE + Spouse &amp; Children</b>	\$17.24

## Monthly Rates (Contributory)

<b>Employee Only (EE)</b>	\$7.48
<b>EE + Spouse</b>	\$16.12
<b>EE + Children</b>	\$13.00
<b>EE + Spouse &amp; Children</b>	\$21.64

# Vision Choice Balanced Care Vision III (Standard)

<b>Deductibles</b>	\$20 Calendar Year Exam, Eye Glass Lenses or Frames*	
<b>Maximum</b>		
<b>Calendar Year</b>		None
<b>Annual Eye Exam</b>		Up to \$50
<b>Lenses (per pair)</b>		
<b>Single Vision</b>		Up to \$40
<b>Bifocal</b>		Up to \$60
<b>Trifocal</b>		Up to \$75
<b>Lenticular</b>		Up to \$80
<b>Progressive</b>		Up to \$80
<b>Contacts</b>		
<b>Elective/Medically Necessary</b>		Up to \$100
<b>Frames</b>		\$80
<b>Frequencies (months)</b>		
<b>Exam/Lens/Frame</b>		12/12/24
		Based on date of service**

## Monthly Rates (Non-contributory)

<b>Employee Only (EE)</b>	\$3.96
<b>EE + Spouse</b>	\$8.52
<b>EE + Children</b>	\$6.88
<b>EE + Spouse &amp; Children</b>	\$11.44

## Monthly Rates (Contributory)

<b>Employee Only (EE)</b>	\$5.48
<b>EE + Spouse</b>	\$11.80
<b>EE + Children</b>	\$9.52
<b>EE + Spouse &amp; Children</b>	\$15.84



# Quoting Process

- What is needed to quote
  - Census (enrolled census for voluntary coverage's)
  - Current and alternative plan designs if desired
  - Experience for the following group sizes (3-5yrs)
    - >200 Dental
    - >100 STD
    - >250 LTD
    - >1,000 Life
  - Commissions if desired
  - Unique needs
  - Open or Sealed Bid & Process
  - Due Date

# Life Services Toolkit

- Offered as a resource and tool to help you and your beneficiary meet life's challenges. The Life Services Toolkit is automatically available to those insured under a group Life insurance policy from The Standard.
- Assistance with the following:
  - Estate Planning: Online tools walk you through the steps to prepare a will and create documents.
  - Financial Planning: Consult online services to help manage debt and take care of financial matters with confidence.
  - Health and Wellness: Articles about nutrition, stress management and wellness.
  - Identity Theft Prevention: Resolve issues if identity theft occurs.
  - Funeral Arrangements: Calculate funeral costs, find funeral-related services and make decisions about funeral arrangements.
  - Greif Support: Clinicians with master's degrees are on call to provide confidential grief sessions by phone or in person for beneficiaries.

# PEBA – Standard Insurance

Questions???

*Thank you for your time*