

RESOLUTION NO. 2022-14  
INTRODUCED BY: Mayor Bodnar

**AN EMERGENCY RESOLUTION  
AUTHORIZING AN AGREEMENT  
WITH METLIFE  
AS AND FOR AN EMPLOYEE  
AD&D AND LIFE INSURANCE PROGRAM**

WHEREAS, the annual renewal evaluation of group coverage with MetLife has been completed, and pricing for the upcoming policy year has been received, representing no increase, with renewal rates guaranteed for two (2) years.

NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF MAYFIELD VILLAGE THAT:

SECTION 1. The Mayor and President of Council are hereby and herein authorized and directed to enter into an agreement for a period of two (2) years with MetLife for an AD&D and life insurance benefit of \$50,000 per employee, effective April 1, 2022 through March 31, 2024, the cost of which shall be \$0.297 per thousand dollars (\$1,000.00) of coverage per month. (Exhibit A).

SECTION 2. The Council finds and determines that all formal actions of the Council relating to the adoption of this Resolution have been taken at open meetings of this Council; and that deliberations of this Council and of its committees, resulting in such formal action, took place in meetings open to the public in compliance with all statutory requirements including the requirements of Section 121.22 of the Ohio Revised Code.

SECTION 3. This Resolution is hereby declared to be an emergency measure immediately necessary to maintain AD&D and life insurance benefits for the employees of Mayfield Village which is due to expire on April 1, 2022. It shall, therefore, take effect immediately upon the passage by the affirmative vote of not less

than five (5) members elected to Council and approved by the Mayor or otherwise at the earliest time allowed by law.



STEPHEN SCHUTT  
Council President

First Reading: March 21, 2022  
                    Suspended  
Second Reading: \_\_\_\_\_, 2022  
                    Suspended  
Third Reading:                     , 2022  
                    March 21  
PASSED: \_\_\_\_\_, 2022



\_\_\_\_\_  
BRENDA T. BODNAR, Mayor

APPROVED AS TO FORM:



\_\_\_\_\_  
DIANE A. CALTA, ESQ.  
Director of Law

ATTEST: Mary E. Betts  
MARY E. BETSA, MMC  
Clerk of Council

**Mayfield Village**

**Life/AD&D - Benefit & Cost Comparison**  
**Effective Date: 4/1/2022**

	MetLife - Current	
	Current	Renewal
Life/AD&D Benefit		
Waiver of Premium		
Conversion		
Benefit Reductions at		
Age 65		35%
Age 70		50%
Age 75		N/A
Age 80		N/A
Rate Guarantee	24 Months (Until 3/31/2024)	
	Current	Renewal
Rates Per \$1,000		
Life	\$0.259	\$0.259
AD&D	\$0.038	\$0.038
Monthly Premium	\$1,083	\$1,083
Annual Premium	\$12,991	\$12,991
\$ +/- Current		\$0
% +/- Current		0.0%
	Volume	Volume
		\$3,645,000
		\$3,645,000

*This illustration is intended to outline the basic plan and is not intended to describe the contract provision. Each employee will receive a plan booklet which will outline in detail the plan provisions and limitations. Should there be a discrepancy between this outline and the plan document, the plan document prevails.*

\*Volumes based on renewal

Metropolitan Life Insurance Company  
4150 N Mulberry Drive, Suite 300  
Kansas City, MO 64116



January 18, 2022

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Attn: Benefits Administrator  
MAYFIELD VILLAGE  
6622 WILSON MILLS RD  
MAYFIELD VILLAGE, OH 44143

Subject: Renewal Rate Analysis For MAYFIELD VILLAGE - Group # 05989618

Dear Benefits Administrator:

We would like to take this opportunity to thank you for your continued business. Each year Metropolitan Life Insurance Company conducts an evaluation of your company's composition — analyzing industry trends, age, gender, salary and where applicable, utilization patterns — to determine your group renewal rates.

After careful review, we have prepared the group renewal rates for your Basic Life and Basic AD&D coverages. Please refer to the Renewal Rates section for details. A customer's renewal rates are determined by predicting future claim levels (i.e. their upcoming policy year). In order to set these rates, MetLife reviews past experience (claims) to determine future experience. Typically, this would be accomplished by simply trending the customer's claims to project future claim activity for their next renewal period. However, because COVID-19 has significantly impacted dental claim patterns, these months will not be representative of future claims. Because of this, an adjustment factor has been applied to normalize the claims.

**Renewal Effective Date:**

Billing statements as of April 1, 2022 will reflect the renewal rates listed in the Renewal Rates section. Any additional group coverages not specifically mentioned in this letter that are active at the time of the renewal will have their rates continued through the coming year.

**Add More Value to Your Benefits Plan**

Optimize your benefits investment by adding a MetLife group Dental and Disability plan to your benefits program. Our unmatched product suite, exceptional service and results driven enrollment programs can help you build a benefits program that's right for you and your employees.

If you have any questions, please contact your Broker or MetLife Sales Representative.

We look forward to continuing to provide quality benefit solutions to you and your employees.

Sincerely,

MetLife Renewal Underwriting

cc: PIETRO INSANA  
cc: Cleveland Sales Office

**Renewal Rates effective April 1, 2022**

\*Specific group coverages not listed below will be renewed at current rates



<u>Coverage</u>	<u>Current Rate(s)</u>	<u>Renewal Rate(s)</u>	<u>Volume/Lives</u>	<u>Renewal Annual Premium</u>	<u>% Change</u>
Basic Life	\$0.259/\$1,000	\$0.259/\$1,000	\$3,645,000.00	\$11,328.66	0.0%
Rates are guaranteed from April 1, 2022 - March 31, 2024 (24 months)					

<u>Coverage</u>	<u>Current Rate(s)</u>	<u>Renewal Rate(s)</u>	<u>Volume/Lives</u>	<u>Renewal Annual Premium</u>	<u>% Change</u>
Basic AD&D	\$0.038/\$1,000	\$0.038/\$1,000	\$3,645,000.00	\$1,662.12	0.0%
Rates are guaranteed from April 1, 2022 - March 31, 2024 (24 months)					

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