



Polk County Life and Disability Rates

2025 in-force vs 2026 Proposed

11.18.2025

Executive summary

Financial comparison

- The table to the right summarizes annual premiums for the current and proposed life and disability programs
- Overall increase is 4.7%, approximately \$99k to the total current cost, with no additional employer cost.
 - Increases are confined to only the voluntary life insurance coverages paid for by employees

Program	Current (2025)	The Hartford Renewal (2026)
Total Cost	\$2,114,892	\$2,213,993
Life & AD/D	\$1,746,364	\$1,845,464
Disability	\$368,529	\$368,529
\$ Change		\$99,100
% Change		4.7%
Polk County Cost	\$413,759	\$413,759
Life & AD/D	\$311,195	\$311,195
Disability	\$102,564	\$102,564
\$ Change		\$0
% Change		\$0
EE Cost	\$1,701,133	\$1,800,234
Life & AD/D	\$1,435,169	\$1,534,269
Disability	\$265,965	\$265,965
\$ Change		\$99,100
% Change		5.8%

Rate Summary – Basic Life & AD/D

Active

	Current (2025)	The Hartford Renewal (2026)
Number of Lives	4,691	4,691
Covered Volume	\$46,910,000	\$46,910,000
Basic Life & AD/D Rate per \$1,000		
Life	\$0.125	\$0.125
AD/D	\$0.029	\$0.029
Monthly Premium	\$7,224	\$7,224
2026 Annual Premium	\$86,690	\$86,690
Cost Difference (\$)		\$0
Cost Difference (%)		0%
Rate Guarantee		3 years

Retiree

	Current (2025)	The Hartford Renewal (2026)
Number of Lives	1,330	1,330
Covered Volume	\$12,607,000	\$12,607,000
Basic Life Rate per \$1,000		
Life	\$1.484	\$1.484
Monthly Premium	\$18,709	\$18,709
2026 Annual Premium	\$224,505	\$224,505
Cost Difference (\$)		\$0
Cost Difference (%)		0%
Rate Guarantee		3 years

Rate Summary – Voluntary Life

Employee

	Current (2025)	The Hartford Renewal (2026)
Number of Lives	2,918	2,918
Covered Volume	\$577,585,000	\$577,585,000
Voluntary EE Life Rate per \$1,000		
Life	\$0.206	\$0.220
Monthly Premium	\$118,983	\$127,069
2026 Annual Premium	\$1,427,790	\$1,524,824
Cost Difference (\$)		\$97,034
Cost Difference (%)		7%
Rate Guarantee		3 years

Spouse and Dependent

	Current (2025)	The Hartford Renewal (2026)
Option 1: Sp (\$25k)/Ch (\$12.5k)	\$0.2192 / \$0.1540	\$0.2806 / \$0.1971
Option 2: Sp (\$20k)/Ch (\$10k)	\$0.2200 / \$0.1540	\$0.2816 / \$0.1971
Option 3: Sp (\$15k)/Ch (\$7.5k)	\$0.2189 / \$0.1540	\$0.2802 / \$0.1971
Option 4: Sp (\$10k)/Ch (\$5k)	\$0.2200 / \$0.1540	\$0.2816 / \$0.1971
Option 5: Sp (\$5k)/Ch (\$2.5k)	\$0.3937 / \$0.1540	\$0.5039 / \$0.1971
Option 6: Sp (\$2.5k)/Ch (\$2.5k)	\$0.5867 / \$0.1540	\$0.7510 / \$0.1971
2026 Annual Premium	\$7,378	\$9,445
Cost Difference (\$)		\$2,066
Cost Difference (%)		28%
Rate Guarantee		3 years

Rate Summary – LTD

Basic

	Current (2025)	The Hartford Renewal (2026)
Number of Lives	4,662	4,662
Covered Payroll Volume	\$7,769,987	\$7,769,987
LTD Per \$100 of Covered Payroll		
LTD Rate	\$0.11	\$0.11
Monthly Premium	\$8,547	\$8,547
2026 Annual Premium	\$102,564	\$102,564
Cost Difference (\$)		\$0
Cost Difference (%)		0%
Participation Requirement		100%
Rate Guarantee		3 years

Buy up

	Volume	Current (2025)	The Hartford Renewal (2026)
Employee Age Under 25	\$361,119	\$0.233	\$0.233
25-29	\$596,446	\$0.233	\$0.233
30-34	\$814,072	\$0.233	\$0.233
35-39	\$1,016,982	\$0.233	\$0.233
40-44	\$1,346,482	\$0.233	\$0.233
45-49	\$1,236,418	\$0.233	\$0.233
50-54	\$1,413,405	\$0.233	\$0.233
55-59	\$1,295,640	\$0.233	\$0.233
60-64	\$995,770	\$0.233	\$0.233
65-69	\$360,891	\$0.233	\$0.233
70-74	\$48,474	\$0.233	\$0.233
75-99	\$26,637	\$0.233	\$0.233
EE Monthly Premium		\$22,164	\$22,164
2026 Annual Premium		\$265,965	\$265,965
Cost Difference (\$)			\$0
Cost Difference (%)			0%
Participation Requirement			20%
Rate Guarantee			3 years