



Information Announcement

M/C Group Life Insurance Plan Annual Update

September 19, 2016

The Department of Civil Service has released the following information regarding the 2016 annual update of the Management Confidential (M/C) Group Life Insurance Plan for enrollees.

Rate Schedule Information

Premium rates will increase 0.6 % for Personal Life Insurance and 10.5% for Dependent (both Spouse and Child coverage) Life Insurance for the plan year September 1, 2016 through August 31, 2017. Accidental Death and Dismemberment coverage will increase from a zero premium rate to 0.6%. Accident and Sickness rates will remain at zero. Additionally, the administrative charge rate for the plan has increased to 2.6%.

The M/C Group Life Insurance Bi-weekly Rate Schedule can be found at:

<https://www.cs.ny.gov/employee-benefits/shared/publications/rates/2016/2016-mc-life-insurance-biweekly-rates.pdf>

Changes in Premium for Enrollees

The annual update will automatically produce a change in payroll deductions for NYS employees. Changes to an enrollee's premium occur when:

- Any enrollee has reached a higher five-year premium age bracket as of September 1, 2016,
- Any enrollee whose age as of September 1, 2016, requires a reduction in coverage, or
- Any enrollee who elected coverage at a multiple of annual salary whose salary has changed by an amount sufficient to affect the total amount of coverage.

Salary/Compensation used in Calculations

Updated life insurance coverage for NYS enrollees who have chosen a multiple of salary option for their coverage amount is based upon the annual salaries as reported by the Office of the State Comptroller (OSC) for the following payrolls:

Administration Payroll checks dated July 13, 2016

Institution Payroll checks dated July 21, 2016

Additional compensation paid on a permanent basis such as location pay, geographic differential, or special allowance, will be included in the annual salary. However, shift differential, overtime pay, and maintenance adjustments are not included in the annual salary for life insurance purposes.

Enrollees requesting to increase or decrease their multiple of salary option must fill out a [PS-934, M/C Life Insurance Transaction Form](#), check the "Change in Coverage" box in item 14 and select one of the options in item 15, that is either greater or less than their current option choice. Enrollees may increase their multiple of salary option up to five times their annual salary, however the maximum benefit allowed under this policy is \$500,000. Increases in coverage requests require enrollees to mail a completed Statement of Health form to MetLife.

Age-Related Reductions in Coverage for Active Employees

If an enrollee continues to work beyond age 65 and the enrollee's Life Insurance is more than \$15,000, the amount of the enrollee's coverage will be reduced effective the first day of the payroll period after the September 1 coincident with or after the day he or she reaches age 65, 70, 75, and 80.

Enrollee's Age	Percentage of Coverage Retained
65 but less than 70	65%
70 but less than 75	45%
75 but less than 80	30%
80 and older	20%

The employee's premium will be based on the reduced amount of coverage. In no case will an employee's coverage be reduced below \$15,000. If after the reduction the enrollee's coverage is not an even \$1,000, it will be increased to the next higher \$1,000.

When an actively working enrollee reaches age 65, 70, 75, or 80 and their Life Insurance is reduced, their spouse's coverage may also be reduced. At no time can spousal Life Insurance benefits be more than 50% of an enrollee's Life Insurance benefit, with a maximum benefit of \$20,000.

Accidental Death and Dismemberment Coverage

All active employees, regardless of age, will be covered for Accidental Death and Dismemberment (AD&D) benefits equal to their life insurance coverage but not above \$250,000. Retired enrollees, age 70 and over, are not eligible for AD&D.

Smoker/Non-Smoker Changes

Individuals previously enrolled as “smokers” who have not smoked since September 1, 2015, may now apply for the special non-smoker premium discount. To apply for non-smoker status, enrollees must complete a [PS-934 M/C Life Transaction Form](#), including checking “Other” in block 14 and then submitting completed form to the BSC Benefits Administration Unit **by September 30, 2016**. The form may be sent to the Benefits Unit by scan and e-mail to BSCBenefitsAdmin@ogs.ny.gov, or by Fax to 518-457-1879, or mail to BSC Benefits Administration, 1220 Washington Avenue, Bldg. 5, 4th Floor, Albany, NY 12226-1900.

Effective Dates of Premium Changes/Coverage Amounts

Effective dates of new payroll deductions and changes in the amount of life insurance coverage for NYS employees on the OSC payroll system will change automatically on the Institution and Administration paychecks dated as follows:

Payroll	First Paycheck with New Deduction	Effective Date of Changes in Life Insurance Coverage
Institution Current	08/18/2016	09/1/2016
Administration Current	08/24/2016	09/8/2016
Institution Lag	09/1/2016	09/1/2016
Administration Lag	09/7/2016	09/8/2016

If you have any questions regarding the M/C Life Insurance Plan, please feel free to contact the BSC Benefits Administration Unit at BSCBenefitsAdmin@ogs.ny.gov, or call us at (518) 457-4272.