



Information Announcement

M/C Group Life Insurance Plan Annual Update

September 12, 2017

The Department of Civil Service has released the following information regarding the 2017 annual update of the Management Confidential (M/C) Group Life Insurance Plan for enrollees.

Rate Schedule Information

For the plan year September 1, 2017 through August 31, 2018, Personal Life premium rates will decrease 10.4% while Dependent Life premium rates will increase by 4.8%. The actual rate increase for Dependent Life coverage will vary as the rates per age bracket have been updated consistent with Internal Revenue Code Table 1 rates. The current plan year Accidental Death and Dismemberment premium rates will remain in effect. The Accident and Sickness rates will remain at zero. Additionally, the administrative charge rate for the plan has decreased to 2.3%.

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

<https://www.cs.ny.gov/employee-benefits/shared/publications/rates/2017/2017-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. The annual update to enrollee premium for Participating Employers will be reflected in the August 4, 2017 monthly bill.

Changes to an enrollee's premium occur when:

- Any enrollee has reached a higher five-year premium age bracket as of September 1, 2017,
- Any enrollee whose age as of September 1, 2017, 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 12, 2017
Institution Payroll checks dated July 20, 2017

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.

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.

Age-Related Reductions in Coverage for Active Employees

If the enrollee selected the multiple of salary option, retired, and continues coverage under the Plan, the amount of the enrollee’s Life Insurance coverage will be reduced effective on the September 1 coincident with or next following, the day the enrollee reaches age 65 or 70.

Enrollee’s Age	Percentage of Coverage Retained
65 but less than 70	65%
70 but less than 75	Reduced to \$15,000

Spouse coverage may be reduced when the enrollee’s Life Insurance benefit is reduced. Spouse coverage will equal 50 percent of the enrollee’s coverage or \$20,000, whichever is less.

Accidental Death and Dismemberment Coverage

All active employees, regardless of age, as well as retirees under age 70 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 coverage.

Smoker/Non-Smoker Changes

Individuals previously enrolled as “smokers” who have not smoked since September 1, 2016, may now apply for the special non-smoker premium discount. To apply for non-smoker status, enrollees must complete a [PS-934 “Management/Confidential Group Life Insurance Transaction”](#) form, including checking “Other” in block 14 and then submitting the completed form to the BSC Benefits Administration Unit by **September 30, 2017**. The form may be sent to the Benefits Unit by scanning and e-mailing to BSCBenefitsAdmin@ogs.ny.gov, or by Faxing to (518) 457-1879, or by mailing to:

BSC Benefits Administration
1220 Washington Avenue
State Campus, Building 5, Floor 4
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	8/31/2017	9/14/2017
Administration Current	8/23/2017	9/7/2017
Institution Lag	9/14/2017	9/14/2017
Administration Lag	9/6/2017	9/7/2017

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 (518) 457-4272.