

Open Enrollment continues for AFLAC, term & whole life

Open Enrollment over for health, dental, & FSA

While open enrollment has concluded for FSA, and health & dental insurance coverages, except for a qualifying event, active full-time employees still have time to add, drop, or make changes to AFLAC, whole life insurance through MassMutual, or term life insurance through The Standard – which will allow existing employees to increase coverage for themselves or spouse up to the guaranteed coverage limits until June 15.

No enrollment forms are required for existing optional life coverages, **UNLESS** an employee would like to make changes. Employees wishing to increase supplemental life benefits above the guaranteed issue (GI) amount will be required to complete an Evidence of Insurability (EOI) form (contains medical questions).



The employee insurance carriers and rates are as follows:

Voluntary (term) Life and Accidental Death & Dismemberment Insurance – *Standard Insurance*

Kent County employees can choose to purchase group term life insurance benefits via payroll deduction up to 3 times base salary rounded up to the next highest \$1,000 (\$500K max), up to \$150,000 in \$10,000 increments for a spouse, or a flat \$15,000 for child(ren) coverage. **Employees currently enrolled with child(ren) life insurance will incur a \$1 increase from \$2 per month to \$3 per month for the higher benefit.** In addition, AD&D can be purchased in an amount equal to the life benefit. Life/AD&D insurance benefits are portable, but lose associated “group” discounted rates. Consult the policy for specific plan details and limitations.

Premiums for voluntary life insurance are age-rated and deducted twice per month (1/2 premium each time). The following rate table can be used to calculate the monthly premium by multiplying the level of coverage (1/2, 1, 2 or 3) with annual salary, rounding up to the nearest \$1,000, dividing by 1,000 and multiplying by the age rate. Further divide that figure by two for the biweekly deduction. The spouse coverage is offered in multiples of \$10,000 up to \$150,000:

The Standard OPTIONAL LIFE Per \$1000	Age <30	30- 34	35- 39	40- 44	45- 49	50- 54	55- 59	60- 64	65- 69	70- 74+	75+
EMPLOYEE <i>GI=\$300K</i> (w/15% enrollment)	.07	.099	.121	.187	.286	.462	.737	.957	1.17	2.21	2.21
SPOUSE* <i>GI=\$50K</i> (w/15% enrollment)	.052	.052	.060	.091	.136	.209	.385	.779	1.421	4.495	4.495
CHILD* (1 or more). (w/15% enrollment)	.020 per \$1,000 coverage for a flat \$15,000 benefit										
The Standard OPTIONAL AD&D Per \$1000											
EMPLOYEE*	.030 per \$1,000 coverage (must equal voluntary life coverage)										
SPOUSE.*	.050 per \$1,000 coverage (must equal voluntary life coverage)										

Employees currently covered under the SunLife voluntary life insurance will automatically have those coverages converted to The Standard Insurance plan at the same multiplier. Those employees not currently enrolled can purchase up to the Guaranteed Issue (GI) amount without an EOI form. **Employees turning 30, 35, 40, 45, 50, 55, 60, 65 or 70 after June 30, 2021 and before July 1, 2022 go up to the next age bracket rate.** Those with birthdays after July 1, get the rest of the fiscal year at the old rate. Spouse coverage also moves to the higher age rate as the primary insured. Children coverage continues until age 26 – please inform the Personnel Office when the youngest of your children is no longer eligible due to age in order to stop deductions.

Voluntary Supplemental Insurances – *AFLAC*

The AFLAC Open Enrollment window is **May 17-June 7, 2021** for enrollment (re-enrollment is automatic) in voluntary payroll deducted supplemental insurance such as accident, hospitalization, cancer, critical illness among others. Contact AFLAC representative Julie Ziegler Julie.ziegler@us.aflac.com to discuss available coverages by calling(302) 653-1483.

Voluntary Whole (Universal) Life Insurance – *Mass Mutual Insurance*

The MassMutual whole life insurance representative will be available in person on June 6, 2022 at the Regional Resource Recovery Facility and at Kent County Administrative Complex to speak to employees individually. Please schedule MassMutual appointments directly with the representative Garrett Mayhart at GMayhart@lcreative.com. They are also available by telephone or video conference with current participants and those employees interested in more information about portable whole life insurance available for you, your spouse, your children and grandchildren from MassMutual. The MassMutual Open Enrollment window is **May 15-June 10, 2022**. This whole life insurance policy starts August 1 and can be continued into retirement at the same rate, in contrast to the optional term life insurance policy (Standard) which loses the lower cost group rate upon retirement. Please schedule MassMutual appointments directly with the representative Garrett Mayhart at GMayhart@lcreative.com.

BENEFIT COST SAVINGS

Want to save your health plan money and help keep future health insurance premiums as low as possible? Check out www.healthcarebluebook.com and use the code DVHT1 to access high quality, lower cost procedures that can reward you with a cash incentive.

Want to help reduce ever increasing prescription costs? Check out discount websites that bypass the health insurance plan and often reduce the Rx copay using manufacturer coupons such as www.GoodRx.com or www.singlecare.com

If you have questions or concerns, please contact the Personnel Office for more information.

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