

# Employee Life & LTD Insurance transitioning to Sun Life

Recently six potential insurers responded to an Employee Insurances Request for Proposals, and after some discussion Levy Court Commissioners decided to approve bids submitted on behalf of Sun Life. The decision reduces the overall annual program cost by more than \$10,000 and retains the same levels of coverage currently provided through Cigna.

Life and accidental death & dismemberment insurance coverage equal to one time annual salary is provided to eligible full-time Kent County employees at no cost. The life insurance benefit is reduced to one-half salary upon reaching age 70.

In addition, long term disability insurance coverage is provided to eligible full-time employees equal to 60% of monthly salary up to \$3,000 at no cost to the employee. Commissioners did request consideration by Sun Life of an enhanced monthly benefit (up to \$6,750) if available.

Employees interested in payroll deducted age rated supplemental group term life insurance coverages and/or disability benefits need to submit required forms for consideration by Sun Life during Open Enrollment, but no later than June 16, 2017. Employees may purchase up to three times salary, up to \$50,000 for spouses, and/or \$10,000 of coverage for eligible dependent children. A health questionnaire may be required of current employees/spouses in order to qualify for higher coverages.

Employees may also be eligible to enroll in additional optional payroll deducted accidental death & dismemberment and disability insurance coverages.

Although the supplemental life insurance coverage is transitioning from Cigna to Sun Life, existing employees are not required to complete any new forms - unless making changes.

In order to estimate your monthly rate—if eligible, multiply your FY2018 annual salary by 0.5, 1, 2, or 3 times, then round up to the nearest \$1,000, then divide by 1,000 and multiply by the rate in the table below.

The monthly premium for a spouse is the same as the employee’s age category for a minimum \$10,000 and can be increased up to a maximum benefit of \$50,000 with an acceptable medical history. Coverage terminates at age 69.

Parents may also purchase term life for their children up to \$10,000 to age 26 if an unmarried dependent. The rate for children (1 child or several children costs the same price) coverage is 20 cents per thousand or \$2.00 per month. Retirees are not eligible for the dependent coverage.

<b>AGE</b>	<b>&lt;30</b>	<b>30-34</b>	<b>35-39</b>	<b>40-44</b>	<b>45-49</b>	<b>50-54</b>	<b>55-59</b>	<b>60-64</b>	<b>65-69</b>	<b>70+</b>
<i>Optional Life Ins. Rate</i>	\$0.07	\$0.09	\$0.11	\$0.17	\$0.26	\$0.42	\$0.67	\$0.87	\$1.47	\$2.21

If you have any questions, please contact the Personnel Office at 744-2310 or visit the Employee Portal on the Kent County website. Information presented is accurate to the best of our knowledge. Updated information will be uploaded to website as soon as available.

*(Posted 05/30/17)*