



MEMORANDUM
2017-3

TO: Payroll/Personnel Officers

FROM: NDPERS Benefits Division

DATE: June 2017

SUBJECT: Life Insurance Plan Changes – Payroll Adjustments

The NDPERS Group Life Insurance Plan contract has been awarded to our current carrier, Voya Financial. The coverage for our members was enhanced and premiums will be changing effective August 1, 2017.

First, the basic life coverage for active members will change *as described below*:

- The basic life insurance coverage for active employees will increase to \$7,000 from \$3,500.
- The monthly premium will remain at \$0.28 for the new level of coverage.

Second, if an employee has **elected to have supplemental coverage**, the monthly premium deduction will need to be adjusted as a result of the increase in basic life insurance coverage.

***If you are an employer on the State or University System PeopleSoft payroll system, the insurance coverage and premium rates will be updated in PeopleSoft by NDPERS and the University System. No additional action is required by employers in these groups.**

For other employers, review the new rates for supplemental life insurance coverage on the attached chart. Then, adjust your employees' premium deductions *as follows*:

A. Employees with \$5,000 total Coverage (including basic) prior to August 1, 2017.

Effective August 1, 2017:

- a. Employees will have \$7,000 provided as basic coverage instead of \$3,500.
- b. The first increment of employee supplemental coverage will increase from \$1,500 to \$3,000.
- c. Therefore, the employee's supplemental coverage will increase to \$10,000 (\$7,000 + \$3,000).

Employer ACTION: Adjust the employee's premium deduction to reflect the supplemental life insurance coverage rate based on \$10,000 Employee Total Coverage (Including Basic) *column* and Employee's Age *row*.*

B. Employees with \$10,000 or more Total Coverage (including basic) prior to August 1, 2017.

Effective August 1, 2017, employers must adjust the employee's life insurance monthly premium deduction *to match* the employee's total coverage amount using the new rates.

Employer STEPS:

1. Open the enclosed rate chart.
2. Find Employee Total Coverage (Including Basic) *column* and Employee's Age *row*.
3. Adjust premium withholding to reflect the new monthly life insurance premium rate.*

**PERSLink Employer Self Service (ESS)
Benefit Enrollment Report**

To assist employers with the above changes, NDPERS will update members' group life insurance enrollments to reflect the new basic and supplemental coverage amounts. This update will appear on your PERSLink ESS Benefit Enrollment Report with a Change Reason of "Plan Design Change". The updated enrollments will be available by July 5, 2017. NDPERS will provide notice to employers when the report is available to be generated.

The report will display the following information for all employees on the life insurance plan:

- All levels of coverage that the individual carries, regardless of whether a change in coverage is occurring.
- New premium amounts.
- Individuals that previously carried \$5,000 total coverage will show the new amount of \$10,000 total coverage.

The Benefit Enrollment Report will sort as follows:

- I. New Temporary Employee Enrollment, alphabetically.
- II. Plan Design Change, alphabetically.
- III. New Permanent Employees Enrollments or New Enrollments based on a qualifying event, alphabetically.

Information for Retirees

The premium rates for retirees have also been adjusted.

- Retiree Basic Life Insurance will remain at \$1,300 at a monthly premium of \$4.32.
- Retirees with Supplemental Life Insurance will receive a separate notification of the premium change.

If you receive any inquiries from retirees, please direct them to NDPERS at 701-328-3900 or our toll free number at 1-800-803-7377.

Supplemental Life and Accidental Death and Dismemberment Insurance
 Monthly Premium Amounts - Underwritten by Voya
 Rates Effective August 1, 2017

Employee Total Coverage (Including Basic)									
<u>Employee's Age</u>	<u>\$10,000</u>	<u>\$15,000</u>	<u>\$20,000</u>	<u>\$25,000</u>	<u>\$30,000</u>	<u>\$35,000</u>	<u>\$40,000</u>	<u>\$45,000</u>	<u>\$50,000</u>
Under 25	\$0.09	\$0.24	\$0.39	\$0.54	\$0.69	\$0.84	\$0.99	\$1.14	\$1.29
25 to 29	\$0.09	\$0.24	\$0.39	\$0.54	\$0.69	\$0.84	\$0.99	\$1.14	\$1.29
30 to 34	\$0.12	\$0.32	\$0.52	\$0.72	\$0.92	\$1.12	\$1.32	\$1.52	\$1.72
35 to 39	\$0.18	\$0.48	\$0.78	\$1.08	\$1.38	\$1.68	\$1.98	\$2.28	\$2.58
40 to 44	\$0.24	\$0.64	\$1.04	\$1.44	\$1.84	\$2.24	\$2.64	\$3.04	\$3.44
45 to 49	\$0.30	\$0.80	\$1.30	\$1.80	\$2.30	\$2.80	\$3.30	\$3.80	\$4.30
50 to 54	\$0.48	\$1.28	\$2.08	\$2.88	\$3.68	\$4.48	\$5.28	\$6.08	\$6.88
55 to 59	\$0.99	\$2.64	\$4.29	\$5.94	\$7.59	\$9.24	\$10.89	\$12.54	\$14.19
60 to 64	\$1.53	\$4.08	\$6.63	\$9.18	\$11.73	\$14.28	\$16.83	\$19.38	\$21.93
65 to 69	\$2.94	\$7.84	\$12.74	\$17.64	\$22.54	\$27.44	\$32.34	\$37.24	\$42.14
70+	\$4.86	\$12.96	\$21.06	\$29.16	\$37.26	\$45.36	\$53.46	\$61.56	\$69.66

Employee Total Coverage (Including Basic)										
<u>Employee's Age</u>	<u>\$55,000</u>	<u>\$60,000</u>	<u>\$65,000</u>	<u>\$70,000</u>	<u>\$75,000</u>	<u>\$80,000</u>	<u>\$85,000</u>	<u>\$90,000</u>	<u>\$95,000</u>	<u>\$100,000</u>
Under 25	\$1.44	\$1.59	\$1.74	\$1.89	\$2.04	\$2.19	\$2.34	\$2.49	\$2.64	\$2.79
25 to 29	\$1.44	\$1.59	\$1.74	\$1.89	\$2.04	\$2.19	\$2.34	\$2.49	\$2.64	\$2.79
30 to 34	\$1.92	\$2.12	\$2.32	\$2.52	\$2.72	\$2.92	\$3.12	\$3.32	\$3.52	\$3.72
35 to 39	\$2.88	\$3.18	\$3.48	\$3.78	\$4.08	\$4.38	\$4.68	\$4.98	\$5.28	\$5.58
40 to 44	\$3.84	\$4.24	\$4.64	\$5.04	\$5.44	\$5.84	\$6.24	\$6.64	\$7.04	\$7.44
45 to 49	\$4.80	\$5.30	\$5.80	\$6.30	\$6.80	\$7.30	\$7.80	\$8.30	\$8.80	\$9.30
50 to 54	\$7.68	\$8.48	\$9.28	\$10.08	\$10.88	\$11.68	\$12.48	\$13.28	\$14.08	\$14.88
55 to 59	\$15.84	\$17.49	\$19.14	\$20.79	\$22.44	\$24.09	\$25.74	\$27.39	\$29.04	\$30.69
60 to 64	\$24.48	\$27.03	\$29.58	\$32.13	\$34.68	\$37.23	\$39.78	\$42.33	\$44.88	\$47.43
65 to 69	\$47.04	\$51.94	\$56.84	\$61.74	\$66.64	\$71.54	\$76.44	\$81.34	\$86.24	\$91.14
70+	\$77.76	\$85.86	\$93.96	\$102.06	\$110.16	\$118.26	\$126.36	\$134.46	\$142.56	\$150.66

Supplemental Life and Accidental Death and Dismemberment Insurance
 Monthly Premium Amounts - Underwritten by Voya
 Rates Effective August 1, 2017

Employee Total Coverage (Including Basic)

<u>Employee's Age</u>	<u>\$105,000</u>	<u>\$110,000</u>	<u>\$115,000</u>	<u>\$120,000</u>	<u>\$125,000</u>	<u>\$130,000</u>	<u>\$135,000</u>	<u>\$140,000</u>	<u>\$145,000</u>	<u>\$150,000</u>
Under 25	\$2.94	\$3.09	\$3.24	\$3.39	\$3.54	\$3.69	\$3.84	\$3.99	\$4.14	\$4.29
25 to 29	\$2.94	\$3.09	\$3.24	\$3.39	\$3.54	\$3.69	\$3.84	\$3.99	\$4.14	\$4.29
30 to 34	\$3.92	\$4.12	\$4.32	\$4.52	\$4.72	\$4.92	\$5.12	\$5.32	\$5.52	\$5.72
35 to 39	\$5.88	\$6.18	\$6.48	\$6.78	\$7.08	\$7.38	\$7.68	\$7.98	\$8.28	\$8.58
40 to 44	\$7.84	\$8.24	\$8.64	\$9.04	\$9.44	\$9.84	\$10.24	\$10.64	\$11.04	\$11.44
45 to 49	\$9.80	\$10.30	\$10.80	\$11.30	\$11.80	\$12.30	\$12.80	\$13.30	\$13.80	\$14.30
50 to 54	\$15.68	\$16.48	\$17.28	\$18.08	\$18.88	\$19.68	\$20.48	\$21.28	\$22.08	\$22.88
55 to 59	\$32.34	\$33.99	\$35.64	\$37.29	\$38.94	\$40.59	\$42.24	\$43.89	\$45.54	\$47.19
60 to 64	\$49.98	\$52.53	\$55.08	\$57.63	\$60.18	\$62.73	\$65.28	\$67.83	\$70.38	\$72.93
65 to 69	\$96.04	\$100.94	\$105.84	\$110.74	\$115.64	\$120.54	\$125.44	\$130.34	\$135.24	\$140.14
70+	\$158.76	\$166.86	\$174.96	\$183.06	\$191.16	\$199.26	\$207.36	\$215.46	\$223.56	\$231.66

Employee Total Coverage (Including Basic)

<u>Employee's Age</u>	<u>\$155,000</u>	<u>\$160,000</u>	<u>\$165,000</u>	<u>\$170,000</u>	<u>\$175,000</u>	<u>\$180,000</u>	<u>\$185,000</u>	<u>\$190,000</u>	<u>\$195,000</u>	<u>\$200,000</u>
Under 25	\$4.44	\$4.59	\$4.74	\$4.89	\$5.04	\$5.19	\$5.34	\$5.49	\$5.64	\$5.79
25 to 29	\$4.44	\$4.59	\$4.74	\$4.89	\$5.04	\$5.19	\$5.34	\$5.49	\$5.64	\$5.79
30 to 34	\$5.92	\$6.12	\$6.32	\$6.52	\$6.72	\$6.92	\$7.12	\$7.32	\$7.52	\$7.72
35 to 39	\$8.88	\$9.18	\$9.48	\$9.78	\$10.08	\$10.38	\$10.68	\$10.98	\$11.28	\$11.58
40 to 44	\$11.84	\$12.24	\$12.64	\$13.04	\$13.44	\$13.84	\$14.24	\$14.64	\$15.04	\$15.44
45 to 49	\$14.80	\$15.30	\$15.80	\$16.30	\$16.80	\$17.30	\$17.80	\$18.30	\$18.80	\$19.30
50 to 54	\$23.68	\$24.48	\$25.28	\$26.08	\$26.88	\$27.68	\$28.48	\$29.28	\$30.08	\$30.88
55 to 59	\$48.84	\$50.49	\$52.14	\$53.79	\$55.44	\$57.09	\$58.74	\$60.39	\$62.04	\$63.69
60 to 64	\$75.48	\$78.03	\$80.58	\$83.13	\$85.68	\$88.23	\$90.78	\$93.33	\$95.88	\$98.43
65 to 69	\$145.04	\$149.94	\$154.84	\$159.74	\$164.64	\$169.54	\$174.44	\$179.34	\$184.24	\$189.14
70+	\$239.76	\$247.86	\$255.96	\$264.06	\$272.16	\$280.26	\$288.36	\$296.46	\$304.56	\$312.66

Supplemental Life and Accidental Death and Dismemberment Insurance
Monthly Premium Amounts - Underwritten by Voya
Rates Effective August 1, 2017

Dependent Supplemental Life Insurance Premiums
Monthly Premium Amounts
Rates Effective August 1, 2017

Employee Age	Total Coverage	
	\$2,000	\$5,000
Under 25	\$0.20	\$0.50
25 to 29	\$0.20	\$0.50
30 to 34	\$0.20	\$0.50
35 to 39	\$0.20	\$0.50
40 to 44	\$0.20	\$0.50
45 to 49	\$0.20	\$0.50
50 to 54	\$0.20	\$0.50
55 to 59	\$0.20	\$0.50
60 to 64	\$0.20	\$0.50
65 to 69	\$0.20	\$0.50
70+	\$0.20	\$0.50

Supplemental Life and Accidental Death and Dismemberment Insurance
 Monthly Premium Amounts - Underwritten by Voya
 Rates Effective August 1, 2017

Spouse Supplemental Life Insurance
 Monthly Premium Amounts
 Rates Effective August 1, 2017

<u>Employee's Age</u>	Spouse Total Coverage									
	<u>\$5,000</u>	<u>\$10,000</u>	<u>\$15,000</u>	<u>\$20,000</u>	<u>\$25,000</u>	<u>\$30,000</u>	<u>\$35,000</u>	<u>\$40,000</u>	<u>\$45,000</u>	<u>\$50,000</u>
Under 25	\$0.15	\$0.30	\$0.45	\$0.60	\$0.75	\$0.90	\$1.05	\$1.20	\$1.35	\$1.50
25 to 29	\$0.15	\$0.30	\$0.45	\$0.60	\$0.75	\$0.90	\$1.05	\$1.20	\$1.35	\$1.50
30 to 34	\$0.20	\$0.40	\$0.60	\$0.80	\$1.00	\$1.20	\$1.40	\$1.60	\$1.80	\$2.00
35 to 39	\$0.30	\$0.60	\$0.90	\$1.20	\$1.50	\$1.80	\$2.10	\$2.40	\$2.70	\$3.00
40 to 44	\$0.45	\$0.90	\$1.35	\$1.80	\$2.25	\$2.70	\$3.15	\$3.60	\$4.05	\$4.50
45 to 49	\$0.55	\$1.10	\$1.65	\$2.20	\$2.75	\$3.30	\$3.85	\$4.40	\$4.95	\$5.50
50 to 54	\$0.85	\$1.70	\$2.55	\$3.40	\$4.25	\$5.10	\$5.95	\$6.80	\$7.65	\$8.50
55 to 59	\$1.65	\$3.30	\$4.95	\$6.60	\$8.25	\$9.90	\$11.55	\$13.20	\$14.85	\$16.50
60 to 64	\$2.55	\$5.10	\$7.65	\$10.20	\$12.75	\$15.30	\$17.85	\$20.40	\$22.95	\$25.50
65 to 69	\$4.90	\$9.80	\$14.70	\$19.60	\$24.50	\$29.40	\$34.30	\$39.20	\$44.10	\$49.00
70+	\$8.05	\$16.10	\$24.15	\$32.20	\$40.25	\$48.30	\$56.35	\$64.40	\$72.45	\$80.50

<u>Employee's Age</u>	Spouse Total Coverage									
	<u>\$55,000</u>	<u>\$60,000</u>	<u>\$65,000</u>	<u>\$70,000</u>	<u>\$75,000</u>	<u>\$80,000</u>	<u>\$85,000</u>	<u>\$90,000</u>	<u>\$95,000</u>	<u>\$100,000</u>
Under 25	\$1.65	\$1.80	\$1.95	\$2.10	\$2.25	\$2.40	\$2.55	\$2.70	\$2.85	\$3.00
25 to 29	\$1.65	\$1.80	\$1.95	\$2.10	\$2.25	\$2.40	\$2.55	\$2.70	\$2.85	\$3.00
30 to 34	\$2.20	\$2.40	\$2.60	\$2.80	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00
35 to 39	\$3.30	\$3.60	\$3.90	\$4.20	\$4.50	\$4.80	\$5.10	\$5.40	\$5.70	\$6.00
40 to 44	\$4.95	\$5.40	\$5.85	\$6.30	\$6.75	\$7.20	\$7.65	\$8.10	\$8.55	\$9.00
45 to 49	\$6.05	\$6.60	\$7.15	\$7.70	\$8.25	\$8.80	\$9.35	\$9.90	\$10.45	\$11.00
50 to 54	\$9.35	\$10.20	\$11.05	\$11.90	\$12.75	\$13.60	\$14.45	\$15.30	\$16.15	\$17.00
55 to 59	\$18.15	\$19.80	\$21.45	\$23.10	\$24.75	\$26.40	\$28.05	\$29.70	\$31.35	\$33.00
60 to 64	\$28.05	\$30.60	\$33.15	\$35.70	\$38.25	\$40.80	\$43.35	\$45.90	\$48.45	\$51.00
65 to 69	\$53.90	\$58.80	\$63.70	\$68.60	\$73.50	\$78.40	\$83.30	\$88.20	\$93.10	\$98.00
70+	\$88.55	\$96.60	\$104.65	\$112.70	\$120.75	\$128.80	\$136.85	\$144.90	\$152.95	\$161.00