

PCA 2018 Group Insurance Rates and Pricing

Product	Group	Rate per \$1,000	Face Amount	Monthly Cost per person					Basic Life is required for all full-time employees within a participating organization. One must enroll in Basic Life prior to electing Standard and/or Enhanced Life. Retiree Basic Life is available for ordained pastors only.	
				Ages 18 - 64 (100% of Face)	Ages 65 - 69 (65% of Face)	Age 70 - 74 (50% of Face)	Age 75 - 79 (35% of Face)	Age 80 + (20% of Face)		
				Employee - Includes AD&D; Face Amount Declines with Age						
Basic Life w AD&D	PCA	Varies by age	\$ 25,000	\$ 5.00	\$ 3.26	\$ 2.50	\$ 1.76	\$ 1.00		
Basic Life w AD&D	Orangewood	Varies by age	\$ 25,000	\$ 4.31	\$ 2.80	\$ 2.15	\$ 1.51	\$ 0.87		
Retirees - Flat Face Amount (Does Not Decline) - Flat Rate - No AD&D										
Basic Life	Retirees (Ordained)	\$ 1.26	\$ 5,000	\$ 1.26	\$ 1.26	\$ 1.26	\$ 1.26	\$ 1.26		
Product	Group	Monthly Cost	Ages 18 - 49	Ages 50 - 54	Ages 55 - 59	Ages 60 - 64	Ages 65 - 69	Ages 70 - 74	Ages 75 - 79	Age 80 +
Standard Life	PCA	\$ 23.49	\$ 250,000	\$ 150,000	\$ 100,000	\$ 60,000	\$ 38,000	\$ 30,000	\$ 21,000	\$ 15,000
Product	Group	EE Age on Jan. 1	Rate / \$1,000	Up to \$100,000 of Enhanced Life is available to the Employee as Guarantee Issue (GI) for new hires; Statement of Health (SOH) is required for entire amount requested outside the 30-day new hire window. For a Spouse, Dependent Life is limited to 50% of the coverage elected by the Employee or a maximum of \$50k. Both the employee and spouse age-based calculations are based on the employee's age on January 1 of each year.	Product	Group	EE Age on Jan. 1	Rate / \$1,000		
Enhanced Life	Employee	Under 30	\$ 0.090		Dependent Life	Spouse	Under 30	\$ 0.105		
Enhanced Life	Employee	30-34	\$ 0.120		Dependent Life	Spouse	30-34	\$ 0.105		
Enhanced Life	Employee	35-39	\$ 0.135		Dependent Life	Spouse	35-39	\$ 0.105		
Enhanced Life	Employee	40-44	\$ 0.225		Dependent Life	Spouse	40-44	\$ 0.165		
Enhanced Life	Employee	45-49	\$ 0.360		Dependent Life	Spouse	45-49	\$ 0.270		
Enhanced Life	Employee	50-54	\$ 0.630		Dependent Life	Spouse	50-54	\$ 0.390		
Enhanced Life	Employee	55-59	\$ 1.080		Dependent Life	Spouse	55-59	\$ 0.630		
Enhanced Life	Employee	60-64	\$ 1.485		Dependent Life	Spouse	60-64	\$ 0.975		
Enhanced Life	Employee	65-69	\$ 2.295		Dependent Life	Spouse	65-69	\$ 1.845		
Enhanced Life	Employee	70-74	\$ 3.525		Dependent Life	Spouse	70-74	\$ 2.985		
Enhanced Life	Employee	75+	\$ 5.430	Dependent Life	Spouse	75+	\$ 4.590			
Product	Group	Age on Jan. 1	Rate / \$1,000	Product	Group	Ages Covered	Rate / \$1,000			
Voluntary AD&D	Single (Employee only)	All	\$ 0.063	Dependent Life	Child(ren)	15 days - 18 yrs	\$ 0.225			
Voluntary AD&D	Family (EE + All Dependents)	All	\$ 0.100							
Product	Group	Monthly Cost	Annual Cost	Both the Dental Plan and the Vision Plan offer Basic, Enhanced and Voluntary offerings. Family members of the employee are enrolled in the same type of plan as the employee (no mix and match per family). Enrollment is for a full calendar year (no plan type swaps within	Product	Group	Monthly Cost	Annual Cost		
Dental	Basic Employee only	\$ 33.42	\$ 401.04		Vision	Basic Employee only	\$ 3.06	\$ 36.72		
Dental	Basic EE+Spouse	\$ 76.37	\$ 916.44		Vision	Basic EE+Spouse	\$ 6.06	\$ 72.72		
Dental	Basic EE+Child	\$ 99.24	\$ 1,190.88		Vision	Basic EE+Child	\$ 6.00	\$ 72.00		
Dental	Basic Family	\$ 141.97	\$ 1,703.64		Vision	Basic Family	\$ 9.00	\$ 108.00		
Dental	Enhanced Employee only	\$ 57.84	\$ 694.08		Vision	Enhanced Employee only	\$ 13.62	\$ 163.44		
Dental	Enhanced EE+Spouse	\$ 125.11	\$ 1,501.32		Vision	Enhanced EE+Spouse	\$ 23.82	\$ 285.84		
Dental	Enhanced EE+Child	\$ 159.53	\$ 1,914.36		Vision	Enhanced EE+Child	\$ 25.86	\$ 310.32		
Dental	Enhanced Family	\$ 226.81	\$ 2,721.72		Vision	Enhanced Family	\$ 39.48	\$ 473.76		
Dental	Voluntary Employee only	\$ 46.46	\$ 557.52		Vision	Voluntary Employee only	\$ 13.62	\$ 163.44		
Dental	Voluntary EE+Spouse	\$ 100.54	\$ 1,206.48		Vision	Voluntary EE+Spouse	\$ 23.82	\$ 285.84		
Dental	Voluntary EE+Child	\$ 124.61	\$ 1,495.32		Vision	Voluntary EE+Child	\$ 25.86	\$ 310.32		
Dental	Voluntary Family	\$ 178.56	\$ 2,142.72		Vision	Voluntary Family	\$ 39.48	\$ 473.76		
Product	Group	Rate per hundred of compensation		Due to the insurance carrier's underwriting requirements, the decision of whether to provide LTD1, LTD2 or LTD3 is assigned to the employer for the various paytypes or enrollment classes of employees (who gets what plan is up to the employer, not the employee). See information on the back of this sheet for more detailed information and a rate calculation example.						
LTD 1	Enhanced	\$ 0.667								
LTD 2	Basic	\$ 0.507								
LTD 3	Voluntary	\$ 0.651								

PCA Long Term Disability Insurance

Plan Type	For definitions and details, refer to the policy certificate							
	Benefit	RIP	COLA	Pre-Ex	Own-Occ.?	Max	WIB	Rate / \$100 in comp.
LTD 1 - Enhanced (taxable premium, tax-free benefit)	66.67%	9%	3%	3/12	to SSNRA	\$15,000 / mo.	12 mos.	\$0.667
LTD 2 - Basic (taxable premium, tax-free benefit)	66.67%	0%	0%	3/12	24 mos.	\$6,000 / mo.	12 mos.	\$0.507
LTD 3 - Voluntary (taxable premium, tax-free benefit)	60.00%	0%	0%	12/24	12 mos.	\$6,000 / mo.	12 mos.	\$0.651
LTD MTW (overseas coverage with spousal benefit)	66.67%	9%	3%	3/12	24 mos.	\$10,000 / mo.	12 mos.	\$0.802

Example

A pastor makes \$65,000 in taxable compensation of \$40,000 plus \$25,000 in non-taxable housing allowance. The rate is based on the combined total compensation and housing of \$65,000. He is provided with LTD 1 Enhanced coverage and these numbers are in the sample calculation.

Premium Calculation:

$\$65,000 / \$100 = 650$ (to obtain 'hundreds' of compensation)

$650 \times \$0.667 = \433.55 per year or $\$36.13$ per month

The PCA life products currently offered are Term Life plans.		
The PCA life insurance plans and the terms associated with each plan below are intended to work in conjunction with the premiums and age groups/terms detailed on the current PCA Rate Sheet.		
PCA Term Life Plan	Insurance Premium Rate* Increase/Decrease/Fixed	Insurance Plan Benefit* Face Value Decrease/Fixed
Basic Life – Provides a life benefit as well as an equal amount of Accidental Death & Disability coverage.	Decreases at same percentage as face value	Decreases to 65%, 50%, 35% and 20% beginning at age 65 in 5-year increments capping with the 80+ grouping
Standard Life	Fixed premium rate	Decreases beginning at age 50 in 5-year increments to 80+
Enhanced Life – Employee Employee must elect coverage to be eligible to add coverage for Spouse and/or Child.	Increases beginning at age 30 in five-year increments capping at 75+	Fixed benefit level until age 65 Decreases begin at age 65
Enhanced Life – Dependent/Spouse Spouse may have half the amount selected by the employee but no more than \$50k.	Increases with Employee's age	Spouse coverage will decrease as the Employee's coverage decreases. Spouse coverage may not exceed half the amount of coverage the Employee carries.
Enhanced Life – Dependent/Child(ren) Maximum coverage amount is \$10k and is payable per each child.	Fixed – no change while child remains eligible for coverage One premium covers all eligible children	Fixed – no change while child remains eligible for coverage Full face value applies to each child
*For PCA plans, updated monthly premiums and/or face value changes are effective on <i>January 1</i> following the birthday when the age term is reached.		
Review the current Rate Sheet to see the specific terms and rates as they differ for each of these products.		
PCA Group coverage is available to those who reside in the US and <i>are working 30 or more hours per week</i> for a PCA church or an approved church-related organization. Enrollment is based on the Employer/Employee relationship. PCA plans are offered for enrollment when confirmation of benefits offered is communicated to our office through a completed Insurance Adoption Agreement. Once Employee completes enrollment in SmartBen, monthly invoices will be generated and mailed to the Employer for payment.		