

PCA 2019 Group Insurance Rates and Pricing

For New Hires: Enrollment within 30 days of hire allows Basic Term Life and Standard Term Life enrollments with no Statement of Health (SOH) Enhanced Term Life also has a Guarantee Issue amount for New Hires and their Spouse. See the note below.										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.						
Premiums listed on this sheet are per month.			Age/Term:	Agess 18 - 64	Agess 65 - 69	Agess 70 - 74	Agess 75 - 79	Agess 80 +								
Product	Group	Full Face Amount	Face Amount:	\$ 25,000	\$ 16,250	\$ 12,500	\$ 8,750	\$ 5,000								
Basic Life w AD&D	PCA	25,000	Premium:	\$ 6.00	\$ 3.90	\$ 3.00	\$ 2.10	\$ 1.20								
Basic Term Life includes matching amount of AD&D. Face amount and premium decline with age/term.																
Basic Life converts at TE Retirement with no AD&D - Flat Face Amount (does not decline) - Retirement must be reported to RBI office. Monthly premium paid by RBI office.																
Retiree Basic Life	Retirees (Ordained TE)		\$ 5,000		\$ 1.26	\$ 1.26	\$ 1.26	\$ 1.26								
Product	Group	Monthly Cost	Agess 18 - 49	Agess 50 - 54	Agess 55 - 59	Agess 60 - 64	Agess 65 - 69	Agess 70 - 74	Agess 75 - 79	Agess 80 +						
Standard Life	PCA	\$ 23.49	\$ 250,000	\$ 150,000	\$ 100,000	\$ 60,000	\$ 38,000	\$ 30,000	\$ 21,000	\$ 15,000						
Standard Term Life premium does not decline with the face amount per the Employee's age/term which differ from the Basic Life terms.																
Standard Term Life and Enhanced Term Life insurance enrollments are subject to SOH if elected outside the 30-day New Hire window.																
Product	Group	EE Age on Jan. 1	Rate / \$1,000													
Enhanced Life	Employee	Under 30	\$ 0.090		For New Hires: Enhanced Life amounts up to \$100,000 are available to the Employee as Guarantee Issue (GI) - and no Statement of Health (SOH) is required for a GI amount. Enhanced Life enrollments over \$100k or elected outside the 30-day New Hire window will require SOH for the full amount requested. Enhanced Dependent Life is available for the Spouse and/or Children if the Employee enrolls for Enhanced Life. Spouse GI amount (for New Hire Employees) is \$30k. Spouse Enhanced Life is limited to 50% of the coverage elected by the Employee or a maximum of \$50k. Note that both the employee and spouse age-based premium calculations are based on the Employee's age on January 1 of each year.											
Enhanced Life	Employee	30-34	\$ 0.120													
Enhanced Life	Employee	35-39	\$ 0.135													
Enhanced Life	Employee	40-44	\$ 0.225													
Enhanced Life	Employee	45-49	\$ 0.360													
Enhanced Life	Employee	50-54	\$ 0.630													
Enhanced Life	Employee	55-59	\$ 1.080													
Enhanced Life	Employee	60-64	\$ 1.485													
Enhanced Life	Employee	65-69	\$ 2.295													
Enhanced Life	Employee	70-74	\$ 3.525													
Enhanced Life	Employee	75+	\$ 5.430													
Employees may enroll for up to 6 times their annual salary & housing to \$500k maximum.																
Product	Group	Age on Jan. 1	Rate / \$1,000								Product	Group	EE Age on Jan. 1	Rate / \$1,000		
Voluntary AD&D	Single (Employee only)	All	\$ 0.063		Dependent Life	Spouse	Under 30	\$ 0.105								
Voluntary AD&D	Family (EE+All Dependents)	All	\$ 0.100		Dependent Life	Spouse	30-34	\$ 0.105								
								Dependent Life	Spouse	35-39	\$ 0.105					
								Dependent Life	Spouse	40-44	\$ 0.165					
								Dependent Life	Spouse	45-49	\$ 0.270					
								Dependent Life	Spouse	50-54	\$ 0.390					
								Dependent Life	Spouse	55-59	\$ 0.630					
								Dependent Life	Spouse	60-64	\$ 0.975					
								Dependent Life	Spouse	65-69	\$ 1.845					
								Dependent Life	Spouse	70-74	\$ 2.985					
								Dependent Life	Spouse	75+	\$ 4.590					
								Employee must enroll for Enhanced Life to add Spouse and/or Child for Dependent Life.								
Product	Group	Agess Covered	Rate / \$1,000													
Dependent Life	Child(ren)	15 days - 18 yrs	\$ 0.225													
Dependent Children are not subject to SOH for enrollment approval.																
PCA Group Dental and Vision plans are also available through the RBI office. Call our office or visit our website for additional details. Phone: 800-789-8765 Website: www.pcarbi.org																
Dental	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). Dental or Vision plan enrollment is for a full calendar year. No plan changes may be made mid-year unless due to a Life Event.	Vision	Product	Group	Monthly Cost	Annual Cost						
	Basic	Employee only	\$ 33.42	\$ 401.04			Basic	Employee only	\$ 3.06	\$ 36.72						
	Basic	Employee+Spouse	\$ 76.37	\$ 916.44			Basic	Employee+Spouse	\$ 6.06	\$ 72.72						
	Basic	Employee+Child	\$ 99.24	\$ 1,190.88			Basic	Employee+Child	\$ 6.00	\$ 72.00						
	Basic	Family	\$ 141.97	\$ 1,703.64			Basic	Family	\$ 9.00	\$ 108.00						
	Enhanced	Employee only	\$ 57.84	\$ 694.08			Enhanced	Employee only	\$ 13.62	\$ 163.44						
	Enhanced	Employee+Spouse	\$ 125.11	\$ 1,501.32			Enhanced	Employee+Spouse	\$ 23.82	\$ 285.84						
	Enhanced	Employee+Child	\$ 159.53	\$ 1,914.36			Enhanced	Employee+Child	\$ 25.86	\$ 310.32						
	Enhanced	Family	\$ 226.81	\$ 2,721.72			Enhanced	Family	\$ 39.48	\$ 473.76						
	Voluntary	Employee only	\$ 46.46	\$ 557.52			Voluntary	Employee only	\$ 13.62	\$ 163.44						
	Voluntary	Employee+Spouse	\$ 100.54	\$ 1,206.48			Voluntary	Employee+Spouse	\$ 23.82	\$ 285.84						
Voluntary	Employee+Child	\$ 124.61	\$ 1,495.32	Voluntary	Employee+Child	\$ 25.86	\$ 310.32									
Voluntary	Family	\$ 178.56	\$ 2,142.72	Voluntary	Family	\$ 39.48	\$ 473.76									
For both the Dental and the Vision products: The Basic plan benefits are included in the Enhanced plan. The Voluntary plans mirror the Enhanced plans with small exceptions.																
Long Term Disability	Product	Group	Rate per hundred of compensation - See reverse side for example to calculate LTD premium.													
	LTD 1	Enhanced	\$ 0.667		Due to the insurance carrier's underwriting requirements, it is the Employer's option and/or decision to provide LTD1, LTD2, or LTD3 (who gets what plan is up to the employer, not the employee). LTD may be made available for enrollment either to all full-time staff or for a certain class of employees. The Insurance Adoption Agreement is used to confirm this for the church or organization. See information on the back of this sheet for more LTD details and an example for calculating an LTD premium.											
	LTD 2	Basic	\$ 0.507													
LTD 3	Voluntary	\$ 0.651														
The Insurance Adoption Agreement (IAA) is the document we provide for you to establish your church or organization as a participating Group and to communicate which PCA Group Insurance plans will be offered to your full-time staff (those working 30 or more hours per week). Please call our office or email insurance@pcarbi.org with your request. You may update benefits offered by submitting an updated IAA, if needed.																

PCA Long Term Disability Insurance

For definitions and details, refer to the policy certificate

<u>Plan Type</u>	<u>Benefit</u>	<u>RIP</u>	<u>COLA</u>	<u>Pre-Ex</u>	<u>Own-Occ.?</u>	<u>Max</u>	<u>WIB</u>	<u>Rate / \$100 in comp.</u>
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.		